## Point of View By Mark G. Yudof

# The Burgeoning Privatization of State Universities

vard University warned that the central educational mission of private universities was increasingly at risk both because of their reliance on federal research money and because of the demands made on them by federal and state regulators. He feared that the autonomy of private universities would be compromised by virtue of the priorities imposed by government; they might, in essence, become extensions of the public sector.

For the last eight years, however, the obverse of what Mr. Bok described has occurred. State governments gradually have reduced their financial support of public research universities, leaving a vacuum for the private sector to fill. State appropriations for higher education declined in academic 1991-92 for the first time in the 33 years that the Illinois State University's Chambers survey has gathered such data. Just as involvement with government may distort the mission of private universities, decreasing state support and increased reliance on external financing may distort the mission of public institutions. This phenomenon has enormous consequences for higher educa-

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A year ago the Office of Institutional Studies at the University of Texas at Austin conducted an informal telephone poll of 10 leading state universities. The institutions surveyed were Indiana University, the Ohio State University, the University of Minnesota system, and the Universities of California at Los Angeles, Illinois, Michigan, North Carolina, Texas at Austin, Washington, and Wisconsin. One of the 10 universities received close to 41 per cent of its total budget from appropriated legislative funds, while nearly all of the others were in the 30- to 38-per-cent range. Two public institutions received barely more than a quarter of their funds from general state appropriations.

Although the figures obtained in this informal survey were rough approximations, the overall message is clear: Far less than half of the budgets for leading state universities came from general state revenues. At the University of Texas at Austin, where I teach, 44.8 per cent of the total budget came from tax revenues in 1984-85. Today only 30.2 per cent comes from that source. That dramatic change was due to a small decrease in state funds over the period and a substantial increase in outside support. Next year the figure probably will drop below 30 per cent.

I suspect that if comparable figures were available for other state universities, they would reveal a similar downward spiral. Indeed in 1988-89, 40.2 per cent of total funds for state universities came from legislative appropriations. Public institutions make up the rest of their budgets from tuition and fees, endowment income, alumni contributions, and special-purpose grants and contracts from corporations, the federal government, and, to a lesser extent, local govern-

Why did the reduction in the proportion of state appropriations occur? At the most concrete level it occurred simply because state governments have been finding it increasingly difficult to finance higher education. Overall costs of government are rising, federal assistance represents a declining percentage of state expenditures, and many states are under court orders to improve mental-health facilities. prisons, elementary and secondary schools, and other services. As a result, tuition at public universities is now growing more rapidly than at private universi-

What are the deeper causes of the decline in state support? Some people would argue that many citizens are dissatisfied with the performance of state universities. Many taxpayers believe that undergraduate education, in particular, has suffered at the hands of administrators and professors more concerned with graduate education and research. And many are in"sacred cow."

Since the early 1980's, administrative budgets at public universities have increased at almost three times the rate of increase in instructional budgets. Critics are incredulous that higher-education officials cannot find more fat to trim when other state agencies are compelled to absorb large budget reductions. In fact, I believe that public universities often have been too reluctant to eliminate or reduce low-quality or duplicative programs; they have been slow to set budget priorities despite shrinking resources.

Other factors, such as the long-term decline in birthrates and the aging of the general population, may reinforce some taxpayers' reluctance to maintain support for higher education. Only 37 per cent of all households now have children under 18, down from more than half in the 1950's. As a smaller proportion of adults has a direct stake in college education through their offspring, willingness to support university education for other people's children may decline. This may be the real message of state colleges' increased reliance on higher tuition and other charges to students and their amilies: Let those with a direct stake pay. (To be sure,

"Universities must make hard policy decisions about institutional priorities instead of unrealistically attempting to be world class in every discipline."

increasing numbers of taxpaying adults over the age of 25 are enrolling in college, but I suspect that only a small proportion of them attend the flagship, research campuses of state universities.)

The burgeoning privatization of state universities already has had, and will continue to have, profound consequences; we are sliding into a new reality instead of planning for it.

Despite cutbacks in state support in recent years, the massive subsidies of public higher education by the federal government, corporations, and alumni donors have helped most state-university budgets to continue to grow. This has provided a false sense of security and a false sense that no harm has been done. But because most of the money from non-state sources goes for specific projects, the new resources have benefited some parts of the university, but not others.

Privatization—the increasing reliance on non-state funds-creates haves and have-nots within the same state university. The professional schools and natural sciences (and, to a lesser extent, the social sciences) may prosper as they receive the lion's share of the external resources; their missions closely mirror the personnel and research needs of the private sector and government. Meanwhile the humanities, general libraries, and education schools wither. Faculty salaries, staff support, stipends for graduate students, career counseling, and other services may vary dramatically across the same campus. It is as if every state university is really two universities, one reasonably financed and the other starving for funds.

University officials often are criticized for their misguided priorities. Why are universities fiddling with laser research instead of teaching writing? Why don't administrators raise endowments to increase staff salaries? Why do colleges acquire a beautiful art collection when they have insufficient scholarship funds? Why do regents ignore social work and spend money on more accountants and lawyers? But many of these expenditures are determined not by administrators' priorities

but by the priorities of outside sponsors and donors. University administrators cannot use a grant allocat-

thropology students. Successful engineers or corpore executives who wish to repay their debts to their almaters may not feel much enthusiasm for support the liberal arts or library science (much less clerc, salaries)—though perhaps they should. Indeed, even they are sympathetic to the needs of the general und graduate program, they may view the problems as in gargantuan for them to make a meaningful different And the benefactor of the arts may think, with comerable justification, that the aesthetic ambiance of university is important and often neglected; he or to simply may not be interested in adding to the Spanis department's budget.

Ironically, some of the "haves" on campuses-li example the professional schools that tend to attract support from wealthy alumni-are also those thates afford to charge higher tuition to make up for diminiing state support. In part, tuition increases reflected mand levels, and these remain high because gradus of the professional schools can look forward to high paying jobs. They can afford to pay higher tuitiononly because they can borrow now with a greatered tainty that they will be able to repay the debtinis

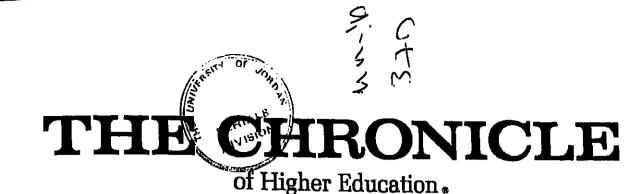
My basic criticism, of course, is not that thereism much outside support for state universities. We will great law, pharmacy, and medical schools, research the sciences, able business leaders, and well-trains engineers. I am not troubled that markets influte: educational priorities within public universities. cause the universities should not be isolated from's economies of their states and nation. Further, within ties must make hard policy decisions about institution al priorities instead of unrealistically attempting to be world class in every discipline.

But we cannot allow reliance on private funds to undercut the historical mission of our public university ties-the public responsibility to transmit cultural firditions across generations, to prepare future teaches. and to foster inquiry and learning for their own sake These functions are too important to allow to alrephy If external sponsors and donors are not interested in paying for the quintessential public functions of state universities (and should they really be responsible for them?), we must return to our legislators and chizen

UT TO RETURN TO THEM with any hope of success, trust must be restored between the pice. demic and political sectors. Anguished tries from universities for higher budgets and estri lating taxes, by themselves, will be of no avail. I su gest a higher-education compact. State universitie should agree to establish realistic institutional priori ties, to eliminate weak programs, and to act aggression ly to reduce waste and duplication of effort. An insilu tion's priorities should include providing high-quality undergraduate education. In return, state government should agree to rededicate themselves to support the core public functions of the academy, function that will never receive adequate support from other

Equally as important, political and academic leads should seek to educate the public as to why it is # important to accumulate, transmit, and expand knows edge, even if that knowledge does not appear to have immediate, practical application. John Dewey one noted that no one denies that education should prepare students for the future. But the best way to accomplish that goal is to provide an education in the present its is, he said, "as rich and significant as possible. Then as the present merges insensibly into the future, the future is taken care of."

Mark G. Yudof is the dean of the school of law at the University of Texas at Austin.



May 20, 1992 • \$2.75 Volume XXXVIII, Number 37

# Unquote

"I've lost the spirit to continue, The atmosphere became impossible Ouite literally, no one in the department spoke to me all year." Carolyn G. Heilbrun, on her decision to leave Columbia U. after 32 years: A13

> "In France, Italy, and the U.K., women's studies have nothing of the presence they have in the United States. They are a beleaguered minority.`` A molessor of social science: A1

"Nature has a murvelous imagination when it comes to constructing molecules, much more so than a lot of chemists do." Aprofessor of medicinal chemistry, on the anti-cancer drug taxol: A8

"bus the vote follow the money or does the money follow the vote?" Apolitical-science professor, on contributions to lawmakers: A19

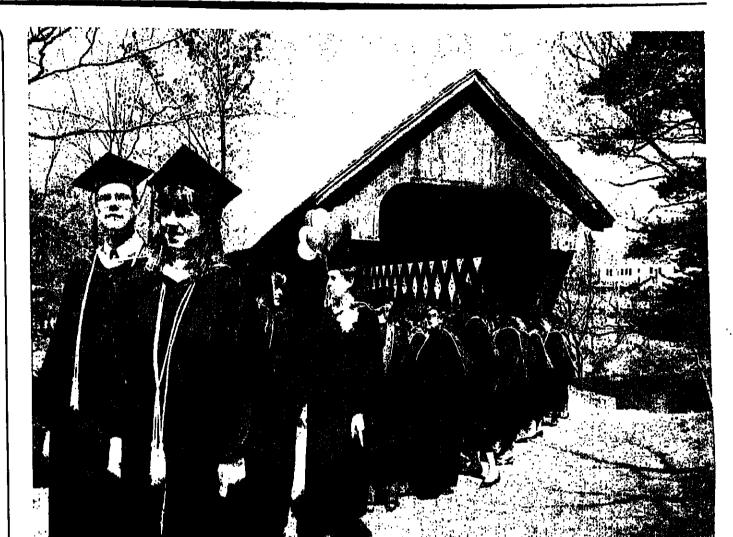
"A lot of people say they don't want to relocate, and they won't take a job for less than \$30,000 a year or take a job in sales. They are just limiting themselves. I karned that, in this economy. you have to be very flexible." A senior at Temple U., on today's Job market: A28

Today's young adults were not raised by Ozzie and Harriet." The president of Connecticut College, on the end of the generational cold war: B3

"If college recruitment now resembles the marketing tactics of department stores, the world of student financial aid on many campuses appears to be almost indistinguishable from an automotive showroom." A professor of education: B1

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**A Graduation Tradition** at New England College The covered bridge that spans the Contoocook River on the New England College campus was the first to be constructed by a college. This year, the institution's 219 seniors gathered on the bridge before marching to the commencement ceremony.

## Looking at Lives of Ordinary People, 75 Scholars in Europe and North America Collaborate on a Vast History of Women

By LIZ McMILLEN The writers and editors working on A History of Women knew it would be an unusual scholarly venture when the Italian publisher of the series invited all 75 of them to Paris to map out the contents of each

Meeting for two days at the Centre Culturel Italien, the scholars-most of them from France but others from Britain, Canada, Germany, Italy, Sweden, and the United States-hashed out the details for each of the five volumes in the series: How exactly does one write a history of women? How much attention should be paid to issues of race and ethnicity? To sexuality? What should be the general scholarly approach weaving together hundreds of years of history?

### Inspired by Encyclopedic Tradition

Beginning with the ancient period and ending with contemporary times, A History of Women may be the most ambitious published work in women's history. Inspired by a European encyclopedic tradition, the series builds on 20 years of scholarship in history, women's studies, anthropology, and other disciplines in the United

States and Europe. More than 70 historians have contributed essays on a wide range of topics including family life, work, literature and the arts, myths and images, and the writing of history about women.

The first volume, From Ancient Goddesses to Christian Saints, was released last month by Harvard University Press. which is publishing the English edition of the series. Several of the volumes have aiready been published in Italy by Laterza and in France by Plon, where the series has been haited as a cultural sensation, prompting discussion groups, and a television program. Harvard plans to release the next volume, which covers the medieval age, in the fall, and the other three over the following year and a half.

A History of Women follows a successful series also published by Harvard, A History of Private Life. Like that series, the women's-history books are aimed at academic readers as well as the general

While much of the history written about women in the United States has been in the form of monographs and essays, A History of Women shows the handiwork of its general editors, Georges Duby and Michelle

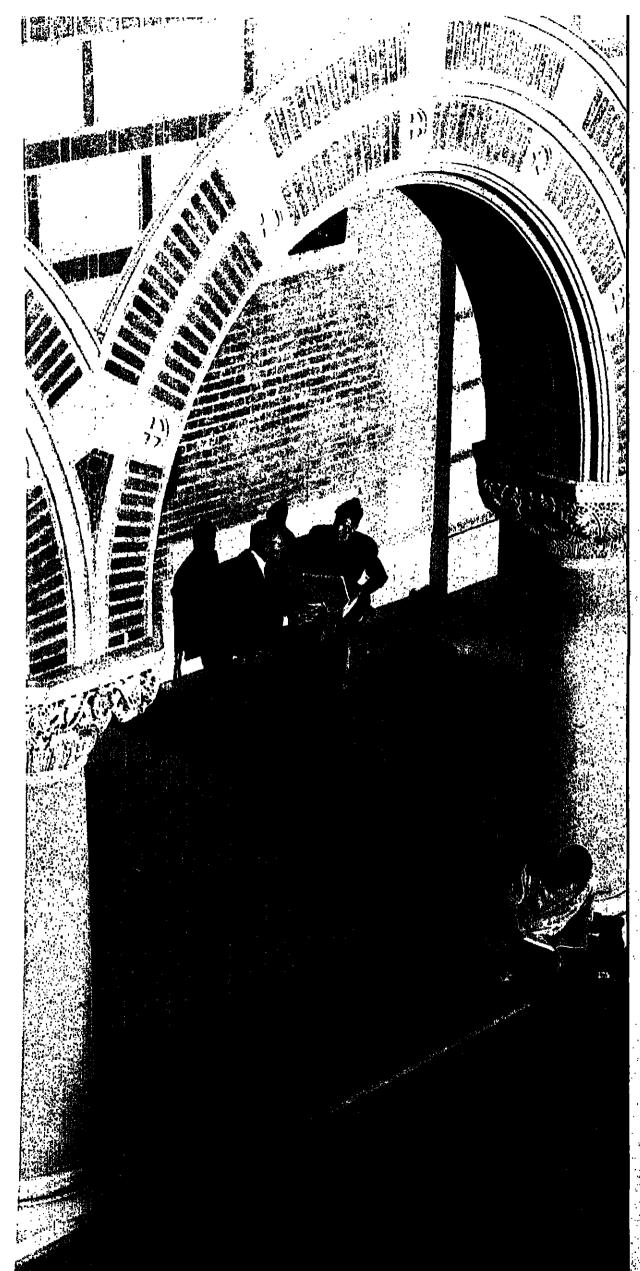
Perrot, in its sweeping scope and its orientation to what the French call the longue durée, or time conceived on a vast scale.

Far from being a portrait gallery of famous or exceptional women, the books attempt a history from "the bottom up"that is, a history that has as its central focus the lives of ordinary women. "Our task is to understand their place in society, their 'condition,' the roles they played and the powers they possessed, their silence, their speech, and their deeds," Ms. Perrot and Mr. Duby have written. "It is the varitions of womenmadonnas, witches, and so on-that we hope to capture, in its permanence as well as in its many transformations."

### Positive Reviews

Whether or not the books live up to the editors' goals has yet to be determined. Although the works have received positive reviews in Europe, most American scholars have not had a chance to see the English editions. Still, several historians familiar with the work of the editors say the books will be important.

"The work in this nation has tended to-Continued on Page A10



### Tough choices are being made with the kind of expertise only a specialist can give.

### One on one.

he months ahead call for important decisions. Due in large part to the TIAA-CREF Settlement and recent proliferation of State ORPs, employees in higher education are becoming increasingly aware of the services and options open to them.

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# This Week in The Chronicle

### scholarship

### AN AMBITIOUS HISTORY OF WOMEN

More than 70 scholars in Europe and North America have contributed to a sweeping, five-volume series that is being hailed in France as a cultural sensation: A1

HIGH HOPES FOR A 'CELEBRITY MOLECULE' The development of a promising anti-cancer drug called taxol has been long and painstaking: A8

SOCIAL RESEARCH AND THE LOS ANGELES RIOTS Studies of the inner city have had too little influence in the debates about the violence. Point of View: A40

Book and Journal examine the Hill-Thomas hearings: A8 54 new scholarly books: A11

#### Personal & Professional

A LEADING FEMINIST CRITIC QUITS COLUMBIA Carolyn Heilbrun says she is tired of buttling an "oldboy network" resistant to her scholarship; A13

DISMISSALS FUEL FEUD AT LEES COLLEGE Classes had ended, but a year-long battle over tenure and governance got hotter: A13

**MIERPRETING THE GREAT PLAINS** Acenter at the U. of Nebraska is a clearinghouse for scholarship and teaching on the Plains states: A5

A NEW ROLE FOR PARENTS ON CAMPUSES Colleges should take advantage of the narrowing of the generation gap. Opinion: B3

Callolk leaders protest commencement speakers: A4 Campus exhibits paintings by convicted killer: A4 Regareturns to his aima mater, Eureka College: A4 florida professor is fired over forged diploma: A4 Wesleyan trustees vote to maintain aid policy: A4 & of Wisconsin revises hate-speech rule: A5 M-confidence resolutions on several campuses: A13 kwa wants to become accrediting group's partner: A13 Five new books on higher education: A14

### **Monnation Technology**

COMPUTER PROGRAMS WITHOUT PROGRAMMERS At Allegheny College, professors and stuff members with little training have written more than 100 sophisticated applications for use in classes: A15

किन्नर्थावा computer-science courses at U. of Nebraska: A15 Pajact hopes to get small colleges on network: A15 Competition seeks a few 'human' computers: A15 iwinstitutions try to exchange transcripts via network: A17 Process speeds up facsimile transmission of photos: A17 Medisk program focuses on racial Intolerance: A17 four new computer programs; three new optical disks: A18

### **Gwernment & Politics**

### CONTRIBUTIONS TO CONGRESS

Banks and trade schools increased their contributions Higher Education Act: A19

### DOUBTS IN THE OVERLAP GROUP

Documents indicate that colleges questioned whether the group actually helped students or institutions: A19

### ADMINISTRATION VOWS A VETO

The President repeated a promise to reject legislation to Reauthorize major student-aid programs: A24

### QUESTIONS ON GRANT-MAKING PROCESS

A Congressman asks whether peer reviewers decide the wins support from endowments: A21

Applicants to Wis. colleges can choose 'open search': A19 Star Spangled Banner' required at N.Y. graduations: A19 MEA's director blocks grants for two university exhibits: A23 Amnistration needs \$1.1-billion more for Pell Grants: A23



May 20, 1992

Annette Falzetta, who is studying physical therapy, is so sure she will get a job after graduation she has not even looked for one. For many of her classmates, the job picture is gloomy: A28

Governor vetoes student-aid bill for Ga.'s Bible colleges: A24 Veto of tax increase for education overridden in Miss.: A24 Regulation of student-loan agency dies in Wis.; A24

### Business & Philanthropy

ANOTHER EFFECT OF THE RECESSION Private giving to colleges increased only 4 per cent in 1990-91, to \$10.2-billion, a study has found: A25

UNIVERSITY OF IDAHO DROPS ALUMNI MAGAZINE The editor says his criticism of its fund-raising role, not budget restrictions, brought about the closure: A25

University's mascot files high to attract donors: A5 Clark plans to reinvest in South Africa: A25 U. of lowa refuses gift with a string attached; A25 Foundation grants; gifts and bequests; A27

FOR SOME SENIORS, JOB OFFERS ABOUND and various health-care fields are in demand, but the general outlook for entry-level positions is gloomy: A28

THE MARKETING MANIA IN COLLEGE ADMISSIONS The projected decline in the number of 18-to-24-yearolds portends still more rapacious competition and more aggressive recruitment tactics among colleges: B1

Students at Keuka College market their own wine: A4 Miami U. students commemorate first black pilot: A5

Athletics AN ALTERNATIVE PATH FOR FOOTBALL PLAYERS A group of businessmen has proposed a professional league for articles who don't go to college. A291

#### SEX-EQUITY PLAN ENDORSED FOR BIG TEN Faculty representatives recommended that the league's members be required to provide 40 per cent of their athletic opportunities to women: A29

League sues a university for jumping ship: A29 Conference gives new meaning to the term 'west': A29 NYU gets nine acres in Weehawken, N.J., for athletics: A29 University's chief and provost resign over athletics flap: A30 California students rescue intercollegiate athletics: A30 Chancellor says U. of Pittsburgh violated NCAA rules: A30 Judge says basketball player cannot sue NCAA: A30

**NEW TITLES FOR BRITAIN'S POLYTECHNICS** Name changes are approved under a law giving the institutions the right to call themselves universities: A31

HONORARY POST FOR NELSON MANDELA South Africa's U. of the North installed the head of the African National Congress as its chancellor: A31

### TALKS FALTER IN NEW ZEALAND

administrators over a new contract broke down: A33

U. of Nebraska continues program in Afghanistan: A31 University in India closed after Rushdle protests: A31

## 

### A SOLUTION FOR GEORGIA O'KEEFFE

An exhibition shows how the artist took her inspiration from the Western landscape of Texas to magnify the smaller scale of nature in the East: B40



Finding a 'Sense of Place' in the Great Plains

# MARGINALIA

Memo from North Park College: "In a news release titled North

Park Spring Festival Celebrates Centennial, and dated April 10, 1992. a typo appeared:

"Incorrect: 'Guests can gamble amidst the tents."

"Should be changed to 'Guests cun amble.

"Please change your copy to read 'amble.' We apologize for any inconvenience and confusion this may have caused you."

No problem. We'll just cancel our airline reservation.

That reminds us of a statement by Neil Grabois, the president of Colgate University, in The Colgate Maroon-News the other day:

"I think that we've had a core program, General Education program, since the 20's, and it's one of the longest running crap games around."

Note in a brochure from the Campus Life Office at Converse College: "The Associate Dean of Students serves as the coordinator of judicial

"In keeping with the educational mission of the college, the focus of the judicial system is not punitive The goal is to promote respect for the safety, rights, honor, and dignity of others, and to encourage inappropriate actions."

And what could be more educational than that?

From Maneater, a student paper at the University of Missouri at Colum-

"In the aftermath of what was seen as an environmental atrocity on Forum Boulevard in southern Columbia, city government is now protecting trees.

"The Land Preservation Ordinance, enacted by the City Council in September and amended in March, is aimed at curbing the further destruction of the city's trees. . . .

"The ordinance only protects trees that are at least four and onehalf feet off the ground."

So much for preservation.

"A classics professor holds conversations entirely in Latin with a colleague at Purdue University. The professor plans to converse in Greek as soon as the network can transmit the Cyrillic alphabet.'

Quandoque bonus dormitat Ho-

From Almanac, a newsletter at the University of Pennsylvania:

"The Big Bang theory has been the leading model to explain the origins of the university since the 1960s." So that's how it started. -- c.g.

### In Brief

Catholic leaders decry

choice of speakers

NOTRE DAME, IND.—The issue of abortion turned graduation at two Catholic institutions into controversial events. According to a spokesman at

the University of Notre Dame, New York Cardinal John J. O'Connor and Boston Cardinal Bernard Law wrote to Notre Dame's president, the Rev. Edward A. Malloy, to express their disapproval of the institution's plan to honor New York's Sen. Daniel Patrick Moynihan. The Senator supports a woman's right to choose an abortion. Nonetheless, Notre Dame honored Scnator Moynihan last week with the university's oldest and most prestigious award for American Catholics, the Lacture Medal.

Lynn Yeakel, Pennsylvania's Democratic nominee for the U.S. Senate and a proponent of abortion rights, was Rosemont College's commencement speaker. Philadelphia Cardinal Anthony J. Bevilacqua expressed his "sincere dismay and disappointment" of the choice to Rosemont's president, Ofelia Garcia.

University officials defended their choices of Senator Moyni-

Sports to sprouts

into a "victory garden."

bumper crop of vegetables after

turning a planned athletic field

The university had to shelve a

plan to build four new intramural

fields on the nine-acre parcel after

Wesleyan trustees vote

MIDDLETOWN, CONN .- The

board of trustees of Wesleyan

University has voted unanimous-

the next five years. The decision | faculty positions.

to maintain ald policy

SALISBURY, MD. - Salisbury | ficials to cut nearly \$2-million

vice-president for administration.

came after a year of vocal protests

proposal by President William M.

to pay when admitting applicants

State University should have a | from the university's budget. Jo-



### Campus exhibits paintings by convicted killer

the University of Wisconsin's campus here featuring the work of a convicted murderer, Lawrencia Bembenek, has been called ex-

Members of the local art community say the exhibit—which includes Ms. Bembenek's painting, "Godot's Drawing Room" to draw attention to the gallery.

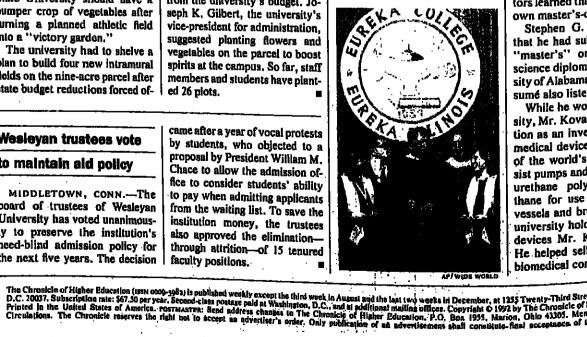
MILWAUKEE-An art exhibit at \ for Playboy and a former Milwaukee police officer, was given a life sentence for the 1981 murder of her then-husband's ex-wife. She escaped from a Wisconsin prison in 1990 but was captured shortly after and was returned to the pris-

on last month E. Michael Flanagan, director of the university art museum, said (above) —is inappropriate for a art historians on the Wisconsin university and was chosen simply faculty had recommended the exhibit because of their interest in Ms. Bembenek, a former model | the work of incarcerated artists. =

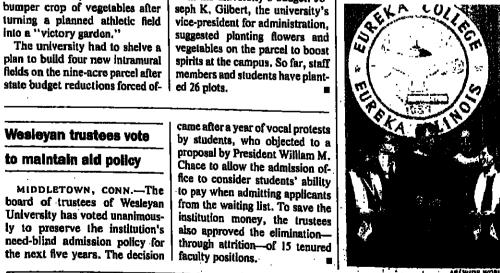
**Ronald Reagan returns** 

EUREKA, ILL.—Ronald Reagan sturned this month to his alma nater, Eureka College, to deliver the institution's 133rd commencement address. Mr. Reagan, who graduated from the college in 1932, encouraged the students to become involved in their communities after graduation.

A freshman at Eurcka College who had twice threatened to kill Mr. Reagan was arrested by U.S. Secret Service agents before the speech. Jim Elm was charged with threatening to kill a former President, a felony that carries a sentence of up to three years in prison and a \$250,000 fine.



forced to resign after administrators learned that he had forged his own master's-degree diploma. Stephen G. Kovacs admitted that he had substituted the word 'master's'' on his bachelor-ol science diploma from the University of Alabama. Mr. Kovacs's 16 While he worked at the university, Mr. Kovacs carned a repulation as an inventor of innovalive medical devices. He created one of the world's smallest heart-assist pumps and developed a polyurethane polymer called vivathane for use in artificial blood



own brand of wine

Students market

KEUKA PARK, N.Y.—A group of students at Keuka College have gone into business markeling heir own vintages of wine—Keyka College White, a mix of Ravai, Seyval, and Riesling grapes, and a frier Chardonnay, made of 100per-cent Chardonnay grapes.

Below, Brad Allen, a senior, in-

troduces a bottle of the students'

wine to Mary Butterfield Com-

don, a 1941 graduate, at an alumi

Professor who forged

TAMPA, FLA. — An assislan

professor of surgery at the Uni-

versity of South Florida has been

né also listed the fake degree.

vessels and breast implants. The

university holds three patents of devices Mr. Kovacs developed.

He helped sell the inventions

biomedical companies.

diploma is fired

The students, all at least 21 years old, are members of the MISSISSIPPI STATE, MISS.---Management Club, a college orgaprivate, non-profit organization is nization for those seeking entre womoting Mississippi State Unipreneurial experience. As intens versity by flying a hot-air balloon it nearby Keuka Springs Winery, that displays a 35-foot image of the students created the wine and the institution's mascot-Bully developed marketing strategies. the buildog. They will charge \$6.50 per bottle The balloon is intended to adfor the Keuka College White aid \$10 per bottle for the Chardon-

vertise MSU and the surrounding community as a center of education and to raise money for scholarships at the university. The balloon, which is operated by Air Bully Inc., will be flown at university sporting events and regional

University's mascot files

high to attract donors

Organizers hope to sell 2,500 memberships in Air Bully Inc .at a cost of \$25 each-to pay for the balloon and to raise money for the scholarships.

Students commemorate

fist black pilot



icense, commemorated on a U.S. stamp. This month the stukats, who say Ms. Coleman's chievements have been ignored,

of her Chicago grave.

Ms. Coleman went to France in Mi to learn to fly after she was erred from U.S. flight schools because of her race and sex.

<sup>Colle</sup>ge stages multicultural inaugural SWARTHMORE, PA.—A Chinese | education. His inauguration emlion dance and a Mexican mariaphasized both points. chi highlighted the inauguration of

dent this month. Since taking office in September, Alfred H. Bloom has said he is interested in helping students build a sense of civic responsibilily and in promoting multicultural

President Bloom greeted the Chinese lions during the ceremo-Swarthmore College's 13th presiny (below). Afterward, guests were served a lunch featuring foods from various countries, including Korean kim chee, or pickled cabbage, and Indian sumosas, pastries with potatoes and peas. ■



Wisconsin revises

hate-speech rule

MILWAUKEE-The Board of Regents of the University of Wisconsin has revised a hate-speech rule that was struck down last fall by a federal judge. The new rule, which bans certain types of epithets on University of Wisconsin campuses, may take effect before the fall semester.

The rule defines offensive speech as that directed at an individual's race, sex, age, disability, or religion, and requires that the speech be likely to provoke "un immediate violent response." The original rule, which Judge Robert W. Warren said was unconstitutionally vague, banned a variety of other "discriminatory statements and harassing behavior," and did not include the provision about provoking a violent

A group of students challenged the original rule, saying it violated their rights to free speech. Higher-education committees in the Wisconsin Legislature may hold hearings on the new rule within the next two months.

LINCOLN, NEB. At the University of Nebraska's

By CAROLYN J. MOONEY

**PORTRAIT** 

Center for Great Plains Studies, an unusual map of the United States is posted on the door of the director's office. Each state is sized according to its population, the result being that the physically vast but sparsely great plains?"

"We owe it to students to interpret the place where they live."

Not if the center can help it. "The university owes something Lynn White, a sociologist and the where they live."

Founded in 1976, the center arship, teaching, and public-out- related businesses, has contributed reach programs on the Plains. It offers what is thought to be the nation's only major in Great Plains erything from the architecture to the zoology of the Plains. About 120 faculty "fellows" from the uniin lectures and other activities.

75 Remington Bronzes

Among the center's most visible scholarly efforts are its two journals and its sponsorship, with the American Philosophical Society, of an 11-volume edition of the Lewis and Clark expedition journals of art collection that includes some 75 Frederic Remington bronzes.

Those involved with the center see it as an intellectual focal point for a region that is often underapteer, for certain unfair stereotypes. "Every Nebraskan is overweight and wears polyester," chuckles a graduate of the Plains program.)

Says Paul Olson, an English protor: "I have a lot of students who the drought feel like."

think they come from a hick town in a hick area. I think the center has given people here a sense of place. They realize that the area has a real literary and cultural tradition."

Lynn White, acting director of the Center for Great Plains Studies, with John R. Wunder, who is on leave:

Far-Reaching Interests

Mr. Olson, now politically active on rural-advocacy issues, worries populated Great Plains states have that people in heavily populated arshrunk dramatically. Someone has eas think "rural America doesn't scribbled in a caption: "The not so matter." He is concerned about the collapse of the region's rural communities, the contamination of its water supply from fertilizers, and to the people of Nebraska," says federal policies that discourage the conservation of precious topsoil. center's acting director. "We owe He suggests that the center's work it to students to interpret the place on such issues has helped offset an impression held by some rural Nebraskans that the university, beserves as a clearinghouse for schol-

Several other institutions-most notably Emporia State University studies, with courses examining ev-Canada-have regional centers devoted to the Great Plains. But Nebraska's, supported by an endowversity's three campuses take part ment set up with grants from the National Endowment for the Humanities, is thought to be the most comprehensive and best financed.

Says John R. Wunder, the center's director, who is on leave: "The center has helped give the university a sharper focus."

The interests of those involved with the center are far-reaching. 1803-1806. It also has a permanent Mr. Wunder, a historian, studies the legal rights of American Indians. Charles Ballard, an associate professor of English who is part Quapaw and part Cherokee Indian, is working on projects that present preciated, in a state best known to the perspective of American Indimany outsiders for the interstate ans during the Columbus quincenpicting Plains life. David Lewis, an agronomist, studies the land itself.

"I've slept in the Plains during mapping expeditions," he says. "I fessor and the center's first direc-

Then there's Frances W. Kaye, an English professor who carries a photograph in her wallet of her favorite Plains writer, Margaret Laurence. Ms. Kaye is writing a book that slams Willa Cather, Nebraska's best-known writer, as an "anti-women" and, perhaps worse, anti-Nebraskan elitist. (She

doesn't discuss it with Susan Ro-

sowski, a nationally known Cather

scholar here.) That Ms. Kaye should take on Willa Cather is, incidentally, no small feat in a state that worships the writer. She may have died in 1947 but she lives on, everywhere: A plaque in a campus building calls her "one of ours," also the title of one of her books. A plum-tree grove and dormitory here bear her name. And over at the capitol, a bronze bust extols "the life of the pioneers she described, a literature of Nebraska she created."

3 Provinces, 10 States

Whatever their opinions about Cather, many here agree that the Plains region is a distinctive place that deserves to be studied. Defined climatically and geographically, it encompasses three Canadian ovinces and 10 states—eastern portions of Montana, Wyoming, Colorado, and New Mexico; most of North Dakota, South Dakota, and Nebraska; and western parts of Kansas, Oklahoma, and Texas.

To grow up here, a visitor hears over and over, is to respect the allimportant weather, the deep-rooted sense of community, the isolat and the subtle beauty of the land. It takes time to learn to distinguish between the numerous varieties of grasses, to see the contour of the terrain, to feel the slightest shift in tennial. Robert S. Haller, an Engthat sinces unrough it. (And, as develop what Heathers) is an expert on the eral people here are quick to volun-"the plains eye."

As for all those drivers tearing down Interstate 80 bound for more conspicuous destinations: Maybe, some Plains lovers here suggest, it's best they just keep driving.





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### Clarence Thomas sits on the U.S. Supreme Court. Anita Hill is back in Oklahoma teaching law. But the reverberations from the

hearings continue. Later this year, literary critics, law scholars, and historians will weigh in with their reflections on the hearings and their aftermath. In a book edited by Toni Morrison, the novelist and professor of humanities at Princeton University, 19 scholars will consider how issues of race, gender, and law were played out in unprecedented ways.

electrifying "his word vs. hers"

Race-ing Justice, En-Gendering Power: Essays on Anita Hill, Clarence Thomas, and the Construction of Social Reality will be published by Pantheon Books in the fall. Writers include several of Ms. Morrison's Princeton colleagues-Nell Irvin Painter, Cornel West, and Gayle Pemberton—as well as the legal scholars Kimberly Crenshaw and Patricia J. Williams.

In the book, Wahneema Lubiano, assistant professor of English at Princeton, will unalyze photographs and Congressional testimony to consider "what blackness means in the U.S. political economy," she said in an interview. Michael Thelwell, professor of Afro-American studies at the University of Massachusetts at Amherst will discuss the political careers of Clarence Thomas and other black conservatives. He compares the Justice to George, the Duke of Clarence, in Richard III.

Ms. Lubiano said the book was meant to use contemporary scholarly methodologies to reach a broad audience. She said it would, generally, try to show how and why Ms. Hill got a bad deal in coming forward with allegations of sexual harassment by Justice Thomas.

For a quicker take on the meaning of the Hill-Thomas hearings, check out the latest issue of the "Southern California Law Review."

Its March issue includes 25 articles on "Gender, Race, and the Politics of Supreme Court Appointments: The Import of the Anita Hill/Clarence Thomas

Shortly after the hearings ended, the review's editors decided they wanted to give "voice to the people whose voices were not heard in the hearings," says Robyn Manos, the executive articles editor and a thirdyear law student at USC.

Although the review, which is produced by students, typically relies on unsolicited submissions from law professors, the editors asked authors in several disciplines to write for this issue. Even Justice Thomas was invited to submit a piece. (He didn't respond.)

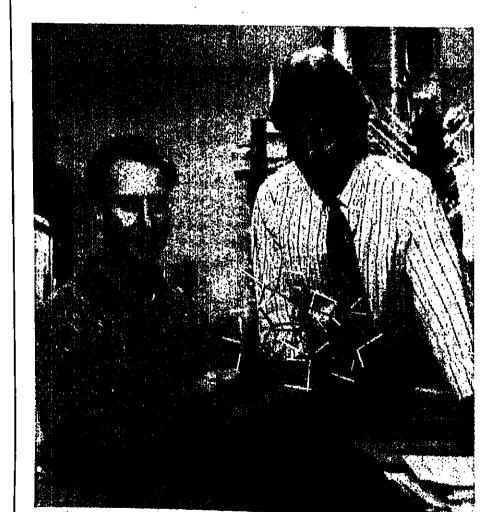
The authors include a circuitcourt judge; legal scholars from more than 10 schools, including Ms. Crenshaw, Ms. Williams, Judith Resnick, and Susan Estrich; other scholars, including Carolyn Heilbrun and Estelle Freedman; and Ms. Hill herself.

# **Scholarship**

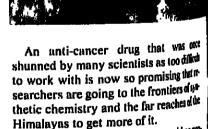
# Painstaking Research Puts a Scarce Drug at Forefront of Fight **Against Cancer**

As clinical trials pit taxol against 15 forms of the disease, scientists search for new ways to manufacture the drug

By David Wheeler



Paul A. Wender (right), a chemistry professor at Stanford, with his graduate-student еssistant, Tom Mucclaro: "Taxol has tested synthetic chemistry to its fullest." <u> 1884 (ada da</u>n bahar Marajan M



Known as taxol, the compound has pro duced dramatic results in two clinical studies, including one published last summer indicating that the drug might help man) women fight off a severe form of break cancer. Now clinical trials pitting land against 14 other forms of cancer are cills? under way or about to start. The drug is the top of the National Cancer Institute list of experimental cancer therapies, and last month the journal Science called land a "celebrity molecule."

### 'A Long, Long Struggle'

The interest has been heightened by of's scarcity. The chief source of taxol h day is the thin bark of an evergreen know as the Pacific yew, which is most comm in the Pacific Northwest and takes a cental ry to reach its full height.

For many years, taxol research peared as likely to result in a dead end as in the development of a powerful drug. "|1" been a long, long struggle to get the dright clinical studies," says Matthew Suffines a program director at the cancer institute.

Taxol has some traits that make it had

to work with. "As good as taxol is, Lester A. Mitscher, professor of medical

themistry at the University of Kansas, "it is only about as soluble in water as groundup paving bricks. That makes it difficult to Nect into nationts '

Scientists first examined the bark of the Pacific yew in 1962 as part of a widespread search in plants for anti-cancer drugs. The chemical structure of taxol was first pubished in 1971 by scientists working at the Research Triangle Institute in North Caroina. Not envisioning taxoi's later success, the scientists did not patent it.

Some of the first tests of the compound ocheck its abilities as an anti-cancer agent were done with a screening procedure that used mouse tumors. That procedure is now obsolete. The test, says Mr. Suffness, "isn't used any longer by anyone I know

and wasn't in much favor then." As a result of the poor assays and the difficulty that many chemists had in working with taxol, it was shelved as worthless for much of the 1970's. Two studies helped laxol re-emerge.

in 1979, Susan B. Horwitz, a professor of pharmacology and cell biology at Yeshiva University's Albert Einstein College of Medicine, discovered that taxol binds to lubulin, a protein that is central to the abilily of cells to hold their shape and move. While other chemicals bind to tubulin and cause it to fall apart, taxol freezes tubulin's form while binding to it.

The cancer institute's Mr. Suffness calls Ms. Horwitz's research a milestone, be-

cause it indicated that taxol might have a novel form of action among anti-cancer drugs. Although scientists are still not certain exactly how taxol blocks cancer, they believe that by stabilizing tubulin, taxol prevents the runaway cell division that

causes lumors. Ms. Horwitz's findings at the laboratory bench, along with the continued interest in taxol on the part of the cancer institute, led to clinical trials at the Johns Hopkins Medical Institutions. In the trial, the results of which were published in 1988, 11 of 40 women with ovarian cancer had remissions lasting from 3 to 15 months, and one woman's cancer disappeared entirely.

Although the Johns Hopkins study was small, the results were striking because the women's cancers had failed to respond to other drugs or therapies. Like Ms. Hor witz's research, the Hopkins study indicated taxol might work in a new way.

By 1990, the cancer institute had access to unpublished data in other studies, in-

"As good as taxol is, It is only about as soluble in water as ground-up paving bricks. That makes It difficult to inject Into patients."

interest in taxol has been fueled by its scarcity. The chief source of taxol today is the thin bark of a slow-growing evergreen known as the Pacific yew.

ing taxol and similar compounds from needles or twigs of the Pacific yew and its relatives, including ornamental yews. (The latter yews are common in nurseries and gardens throughout the United States.) Others are working with plant-tissue culture, trying to grow taxol-producing plant cells in the laboratory. Some chemists are trying to circumvent the necessity of using plants and their cells altogether, by synthesizing taxol from cheap chemicals.

Making taxol, chemists say, is a challenge. "Taxol has tested synthetic chemistry to its fullest," says Paul A. Wender, a professor of chemistry at Stanford Univer-

#### Studies of 'Eight-Membered Rings'

Chemists trying to synthesize taxol from simpler molecules are also making taxol analogues-variations on the molecule that might make it more potent or lessen its considerable side effects, which include severe hair loss and the suppression of blood-cell creation in the bone marrow.

By tweaking the taxol molecule and watching how it interacts with other chemicals and cells, scientists hope to gain a better understanding of how taxol hinders

Mr. Wender's interest in taxol began as a broader curiosity about a class of compounds to which taxol belongs, called 'eight-membered rings.''

Taxol contains an eight-membered ring, or a ring with eight atoms, as well as other, smaller rings and what the chemists call a "side chain."

Mr. Wender's graduate-student assistant, Tom Mucciaro, says eight-membered rings are particularly difficult to synthesize: "In smaller rings the bonds make perfect pentagons and hexagons, but in eightmembered rings, the angles just aren't right, and the ring folds funny and starts to bump into itself."

cluding the breast-cancer results publicly

released last year, and knew that a crisis

was on its way. In the breast-cancer study

done at the M.D. Anderson Cancer Center

of the University of Texas at Houston,

taxol appeared to shrink the tumors of 48

per cent of patients with an advanced form

of breast cancer that had not responded to

Results like that, the cancer-institute of-

ficials knew, would create the need for

more clinical trials with taxol. But strip-

ping the bark from the yew to get taxol kills

the tree. Up to six trees are needed to sup-

In short, the institute officials were

aware that the demand for taxol would

soon be far greater than the supply. Two

years ago the institute convened 150 scien-

tists to encourage them to think about oth-

Although the harvesting of about 38,000

Pacific yew trees last year alarmed conser-

the Pacific Northwest, many environmen-

talists are also cheering taxol's develop-

ment because they believe it demonstrates

that maintaining species diversity could ul-

timately help find cures to human disease.

In response to the cancer institute's re-

quest and taxol's promise, researchers are

pursuing a variety of approaches. Some

scientists are trying to find ways of extract-

vationists concerned about the forests of

ply taxol to one cancer patient.

er ways of producing taxol.

**Environmentalists: Mixed Views** 

In 1989, the two Stanford researchers decided to try to achieve "total synthesis" of taxol, making it out of other chemicals rather than starting with a plant extract.

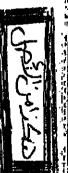
### Substance Found in Turpentine

In reviewing the scientific literature, the scientists noticed that pinene, which is found in turpentine and costs little more than potting soil, had a molecular structure that might serve as a starting point to make taxol. Mr. Wender's goal, which has not yet been reached, is to make taxol from pinene in 25 steps or less, making industrial production possible.

Mr. Mucciaro began to attempt the synthesis. The research, he says, was co pletely unpredictable. "I could spend four or five months to achieve one reaction, or come in on a Saturday morning and get cranked up and leave Sunday night and have accomplished four steps."

The scientists have made three of taxol's several rings-what the researchers consider to be the most difficult part to synthesize. Mr. Wender hopes his laboratory will achieve a total taxol synthesis by the end of the year.

At Florida State University, Robert Holton, a professor of chemistry, has taken a Continued on Following Page





### 5-Volume Project Will Document Women's History

Continued From Page Al

ward essays and specific monographs," says Carroll Smith-Rosenberg, director of women's studies at the University of Pennsylvania. "However, we desperately need the broad overview."

#### Seeking a Wide Audience

Besides the organizational obstacles posed by a multi-volume series with contributors from several countries, one challenge involved making sometimescomplicated topics attractive to a wide audience, "When you are obliged to write for a larger public, it is necessary to reflect, to think more deeply and more clearly," Ms. Perrot said in an inter-

A highly regarded historian who has written about the working class and prisons in 19th-century France, Ms. Perrot said the guiding principle throughout the books was the relation between the sexes. The authors were particularly interested in how images of women-images generally formulated by men-in literature, the visual arts, and myth affect thinking about women, said Ms. Perrot, a professor of contemporary history at the University of Paris. "It was for us very important to exantine how those representations were built," she said.

The first volume, which covers more than 20 centuries of Greek and Roman history, notes the dearth of information about women in official archives from that period and the near absence of writing by women. (Even the census neglected women; in Rome, only heiresses were counted.) In the minds of the ancients, women's roles were silent ones.

Yet, as Pauline Schmitt Pantel, the editor of the first volume, writes in one of the essays, there was a profusion of images created by men about women and gender. Using a variety of sources such as literary works, vase paintings, gravestones, and floor plans, several essayists trace how the Greeks imagined their goddesses and how church fathers invented the figure of the martyred female saint and the Virgin Mary.

### 'Cracks and Fissures'

Even with the proliferation of images about women, the authors could not say much about how women in that period actually lived. Ms. Pantel writes, a deficien-

oratory's. About three years ago, Mr. Hol-

ton says, he assumed that enough of tax-

ol's molecular core would be available

from yew needles, a renewable source, to

use the core as a starting point for taxol

synthesis. Mr. Holton and his colleagues

had to attach a "side chain" to the core to

make taxol. Unfortunately, the process

The place where the side chain is sup-

posed to attach sits under a dome of atoms,

and the completed side chain cannot fit

through a small atomic doorway to get at

The Florida State scientists ultimately

made an analogue of the side chain that

was akin to putting a ship in a bottle.

A Small Atomic Doorway

the attachment site.

Continued From Preceding Page

Michelle Perrot, one of the editors of "A History of Women": "When you are obliged to write for a larger public, it is necessary to reflect, to think more deeply and more clearly."

cy that may exasperate or even outrage certain feminists Natalie Zemon Davis, a co-editor of the

third volume, which covers the 16th, 17th, and 18th centuries, noted in an interview that many of the essays examine the tension between social and economic practices and how women express themselves. Like several of the participants in the series. Ms. Davis says that what is unusual about the books is that they show women's history as a work in progress. "The origi-

opened up, like an umbrella, once it was

through the doorway and under the dome.

in little-bitty rings," Mr. Holton says.

There's a lot of pent-up energy there.

Myers Squibb Company hopes to be pro-

ducing commercial quantities of taxol by

"Chemicals don't like to be constrained

Using Mr. Holton's process, the Bristol-

Kansas State's Mr. Mitscher has long

been interested in finding medicines in

plants. "Nature has a marvelous imagina-

tion when it comes to constructing mole-

cules," he says, "much more so than a lot

of chemists do." When the cancer institute

issued the call for ways to make taxol, Mr.

A colleague of Mr. Mitscher flew to In-

dia last year to test the leaves of a yew tree

that grows in the Himalayas, Scientists

Mitscher says he was glad to respond.

Scarce Drug Is at Forefront of the Fight Against Cancer

early next year.

nal thing about it is that there's not an absolutely pat narrative," says Ms. Davis, a professor of history at Princeton University. "It shows some of the cracks and fis-

Some of those cracks and fissures were apparent at the meeting in Paris, when Laterza, the publisher that initiated the project, asked the participants to discuss their work. Joan W. Scott recalls that the authors-most of whom were women-were all given corsages at the opening

who had previously studied the tree de-

scribed it as a poor producer of taxol, but

been old and dried when they were tested.

The sample of Himalayan leaves that

Mr. Mitscher and his colleagues examined

turned out to have 10 times as much taxol

tists predict the Food and Drug Adminis-

tration will probably approve taxol for gen-

eral use, outside of clinical trials, next

year. Mr. Suffness is confident that the

mixed bag of scientific approaches to mak-

ing taxol will yield enough of the chemical

Stanford's Mr. Wender and other scien-

as the needles of the Pacific yew.

FDA Approval Expected

to meet future demand.

Pacific yew," he says.

dinner. "It was a wonderful gesture of chivalry and welcome, yet it had a dimension of treating women like women," says Ms. Scott, a professor of social sciences the Institute for Advanced Study in Prince ton, who contributed an essay for the "everyone rose to the occasion," she

The meetings were an extremely useful ality, topics that American scholars tend

to be more interested in. "People had to defend their work," she says. "They argued sometimes at the pelly level, but mostly it was a serious discus-

meshed." Because women's studies are institutionalized in this country and a booming market exists for new work, the American scholars were not afraid to offend or overestimate their audience, Ms. Scott says. "In France, Italy, and the U.K., women's studies have nothing of the presence they have in the United States. They are a beleaguered minority."

fourth volume on the 19th century. Six, Attention to Race and Sexuality

way to explore different approaches to writing women's history, differences that often organized around national lines, Ms. Scott says. One issue under discussion was how much the books should rely on empirical approaches and how much on interpre-Mr. Mitscher believes the leaves may have tive ones. Another issue was how much

sion about whether our approaches

"We are ending our dependence on the

### **NEW SCHOLARLY BOOKS**

piled by NINA C. AYOUB The following list has been comruled from information provided by be publishers. Prices and numbers of pages are sometimes approxinate. Some publishers offer dismate, some publishers offer dis-counts to scholars and to people who order in bulk.

Settlement and Famine in Ethiopia: The Yllagets' Experience, by Alula Pank-hurst (Manchester University Press, distributed by St. Martin's Press; 304 pages; \$69.95). A study of the Ethiopian government's re-settlement program in the mid-1980's.

The Aristocratic Temper of Greek Civili unies, by Chester G. Starr (Oxford University Press; 112 pages; \$19.95 University Press; 112 pages, surviversity Press; 112 pages, bardcover, \$9,95 paperback). Traces the tultural, political, and social role of the Greek aristocratic, as well as the lease of the aristocratic ideal in post-

Readstance Western history.

The Rosen Family, by Suzanne Dixon itohas Hopkins University Press; 232 rages; \$38.50 hardcover, \$13.95 paper-back). Explores diversity and tensions. n Roman family life and draws paralds with conditions in today's society

caseds and the Gold Standard: Balance of Psyments Adjustment Under Fixed Exhange Rates, 1871-1913, by Trever J. O. Dick and John E. Floyd (Cambridge University Press; 304 pages; \$49.95). Develops a new "portfolio" approach for the analysis of the mechanisms of balance-of-payments Squament under the gold stundard.

Des Best Management Matter? by Joms Agell, Mats Persson, and Benjamin M. Friedman (Oxford University Press; 160 pages; \$39.95). Consider: mobius related to the rapid rise in promment debt throughout the world

Accession of the Communication of the Maria Revolution to World War I, by Starky Chapman (Cumbridge University Press; 304 pages; \$69.95). Ex-amines British merchants' developspond to the opportunities of the ladustrial Revolution and British im-

### PAROMMENTAL STUDIES

To Balld in a New Land: Ethnic Land-tages in North America, edited by Al-ks C. Noble (Johns Hopkins Universi-ly Press: 512 pages: \$65 hardcover. \$395 paperback). Includes original stays on the material and cultural ladscapes created by the includes. ladicages created by the immigration and migration of European, African, and American Indian groups in Canada and the United States.

Scientific than the state of th

Miles and Africans in the Formation of the Atlantic World, 1400-1680, by lota Thornton (Cambridge University Press; 416 pages; \$49.95 hardcover, \$17.95 paperback) Considers the conons of African elites in Africa white the constitution of the constitution of African elites in African and African alayes in the New World. The American Pacific: From the Old China Tande to the Present, by Arthur Power Dudden (Oxford University Itess; 336 pages; \$27.95). Traces the billion of America's economic, political, and millitary role in the Pacific resonance the merchant ship Empress of China sailed to Canton in 1784. The Arab Bureau: Britteh Policy in the Middle Saat, 1918-1920, by Bruce C. Westrate (Pennsylvania State University) irate (Pennsylvania State Univer Press; 244 pases; \$35). Re-evalu sies the activities of a Cairo-based goup of British intelligence officers who have been much criticized for their handling of British Middle Bast bolley during and after World War I. About from the Start, The Life of Nahan Bedford Forrest, by Brian Steel (Oxford University Press; 320 pages; \$24.95). Discusses jazz music as a suppressed art form and symbol of politi dience in Nazi Germany

Wills (HarperCollins; 457 pages; \$30).
A biography of the Confederate general who lived from 1821 to 1877.
Civil Rights and the idea of Freedom, by History of the Jews in America, b Howard M. Sachar (Alfred A. Knopf 1,051 pages; \$40). Traces the history of Richard King (Oxford University the American Jewish community from the first Sephardic settlements in the Press; 288 pages; \$35). Draws on oral and written sources in a study of the political philosophy of the American

mid-17th century.

Madonnas That Malm: Popular Catholicism in Italy Since the Fifteenth Contury, by Michael P. Carroll (Johns Hopkins University Press; 256 pages; \$34.95). Examines the beliefs and prestices of cults develed to the Virgin civil-rights movement.

Contending With Hitler: Varieties of German Resistance in the Third Reich, edited by David Clay Large (Cambridge University Press; 208 pages; \$34.95). Includes original essays on the range of German domestic practices of cults devoted to the Virgin Mary and Catholic saints: considers. in particular, the psychological origins of a belief in madonnas and saints who are said to maim or even kill to mainresistance to Nazism. David Ben-Gurion and the American Alignment for a Jewish State, by Allon Gul (Indiana University Press; 280 pages; \$29.95). Describes the Polishborn Israeli leader's political shift

away from Britain and toward the

United States and American Jewry in

his efforts to establish a Jewish state.

ferent Drummers: Jazz in the Culture

tain their own cults.
Mill and Mine: The CF&I in the Twentieth Century, by H. Lee Scamehorn (University of Nebraska Press; 247 pages; \$37.50). Focuses on the Colora-

ler, Sr., and John D. Rockefeller, Jr. North American Spies: New Revisionist Essays, edited by Rhudri Jeffreys-Jones and Andrew Lownie (University Press of Kunsas; 272 pages; \$40). In-

States since 1898.
Our Precious Metal: African Labour In South Africa's Gold Industry, 1970-1990, by Wilmot G. James Undiana 192 pages: \$25). Discusses changes in rise of trade unionism.

espionage in Canada and the United

inse or trade unionism.

Insert Secularization of Early Modern England: From Religious Culture to Religious Faith, by C. John Sommerville (Oxford University Press; 240 pages; \$39,95). Explores cultural development (Society 160) to 1700 the later of the ments from 1500 to 1700 that set the stage for the rise of secularism.

riumphs and Tragedy: A History of the Mexican People, by Ramon Eduardo Ruiz (W. W. Norton & Company: 512 pages; \$29,95). Traces Mexico's histoy from the time of the Olmees, Mayas.

William Cobbett and Rural Popular Cul-ture, by kin Dyck (Cambridge University Press; 336 pages; \$59,95). Examines the writing and politics of the English essayist and journalist Cobbett (1763-1835), who championed the rights of rural laborers.

no Writing of Official History Under the lang, by Dems Twitchett (Cambri University Press; 384 pages; \$49,95). Describes the establishment in T'ang Dynasty China of a government organization designed to select, process, and edit material for inclusion in off-

#### HISTORY OF SCIENCE

ardinal Choices: Presidential Science Advising From the Atomic Bomb to SDI, by Gress Herken (Oxford Unicuses on the scientific community's in volvement in the arms race from the Manhattan Project to the Strategic Defense Initiative. Cold Fusion: The Scientific Flasco of the



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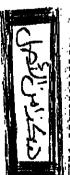
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Faculty members on several

campuses considered no-confidence resolutions in the

final weeks of the academic year.

passed a vote of no confidence in the

leadership of President Thomas K.

Meier. Angry about what they said

were low salaries and growing class

sizes, professors accused Mr. Meier

programs. They also said he defined

of making unilateral decisions and

putting money into buildings and

grounds rather than academic

scholarship too narrowly in the

promotion and tenure process.

Mr. Meier wouldn't comment.

But E. Martin Gibson, chairman of

Elmira's governing board, said the

board supported the president and

At Ferris State University, the

confidence in the president, Heler

Popovich. The 340-70 vote was

prompted in part by university

fforts to reduce its \$9-million

unsuccessfully asked the union to

provision for a 7-per-cent increase.

dministrators froze their salaries.

The governing board showed its

years. In a statement, Ms. Popovich

said the vote suggested "a sense of

Ms. Popovich and several other

accept a one-year salary freeze

despite the current contract's

support for Ms. Popovich by

extending her contract for two

frustration which I also feel."

The faculty had previously

expressed no confidence in her

redecessor, J. William Wenrich.

Professors at the University of

Notre Dame were also considering a

no-confidence resolution to protest

what they saw as their president's

failure to give the faculty a higger

role in governance. But the vote

never took place. Faculty leaders

A. Malloy, worked out an

role on key committees.

their teacher-education

and the president, the Rev. Edward

reement giving the faculty a bigger

Two months after Iowa's four

argest institutions withdrew

programs from the National

Council for Accreditation of

Teacher Education, the state is

looking to become a partner in

Education voted this month to work

with the council to develop a joint

leacher-education programs. In

irch, Drake and Iowa State

accreditation process for the state's

Universities and the Universities of

lowa and Northern Iowa withdrew

standards were too prescriptive and

Under the proposed plan, lowa

colleges could have their programs

eviewed by the state or by a team

officials hope the partnership will

withdrew. But officials at the four

astitutions say they did not plan to

change the minds of those who

change their position.

of state and council evaluators. State

from the council, charging that its

accreditation with the council.

The Iowa State Board of

deficit. The president had

faculty union last month voted

overwhelmingly to express no

"for many years to come."

had recently contracted to keep him

At Elmira College, the faculty

### NEW SCHOLARLY BOOKS

Continued From Preceding Page Contury, by John R. Huizenga (University of Rochester Press; 259 pages \$45). Discusses the scientific control versy that crupted in 1989 when two electrochemists claimed to have creat ed a sustained nuclear-fusion reaction

al room temperature in a small jar.

Cotonialism and Solence: Soint Domingue in the Old Regime, by James F. McCiclian. III. (Johns Hopkins University Press; 408 pages; \$52). Decentury French colonial scientists or

Free Speech in an Open Society, by

Rodney A. Smolla (Alfred A. Knopf: 429 pages; \$27.50). Explores the value and meaning of free speech in a democratic society; topics inclu 'hate speech," obscanity, and the challenge of new communications

Universal Grammar and Language Learn-ability, by Anjum P. Salcemi (Cam-bridge University Press; 180 pages; \$44,95). Develops an approach to the understanding of language acquisition based on the methodology of "language learnability" theory and the lin-guist Noam Chornsky's "principles

### **FELLOWSHIPS**

### **Visiting Scholar Fellowship Competition**

1992-1993

The Social Science Research Council Committee on International Peace and Security announces a competition for Visiting Scholar Fellowships. These three-month fellowships allow scholars, journalists, public servants, lawyers, and others to pursue research on innovative topics in international peace and security studies at universities and major research centers outside their home regions. In 1992-1993, Fellowships are offered to African, Eastern European, and Central European scholars and researchers who are resident in the countries of these regions.

Fellowships encourage junior scholars and others who can demonstrate comparable research experience to expand their participation in research and discussions on the security implications of worldwide cultural, military, social, economic, environmental, and political changes. The competition is designed for scholars in the first seven years of their postdoctoral careers and other eligible applicants at an equivalent stage. The competition gives strong priority to those who have not previously had the opportunity to study outside their home regions.

Fellowships will cover round trip economy airfare, institutional fees, and a modest stipend. Fellowship awards will not exceed \$9,000. For application materials and additional information contact: The Program on International Peace and Security, SSRC, 605 Third Avenue, New York, NY 10158 USA. (212) 661-0280. FAX: (212) 370-7896. Deadline for applications: September 15, 1992.

### 美中学术交流委员会 **SCHOLARLY EXCHANGE** WITH CHINA

The Committee on Scholarly Communication with the People's Republic of China (CSCPRC) announces scholarly exchange programs with the People's Republic of China for the 1993-94

The Graduate and Research Programs offer opportunities to graduate students and scholars in social sciences and humanities to conduct long-term research in China. Application deadline is

Chinese Fellowships for Scholarly Development invite nomination for Chinese scholars in social sciences or humanities with a graduate degree from a Chinese institution to conduct research at an American university for one semester. Nominations must be made by American scholars. Application deadline is November 14, 1992.

The China Conference Travel Crants Program supports scholars in social sciences and humanities to present recent research results on an aspect of China at conferences in the PRC.

For applications to all programs, write:

CSCPRC. National Academy of Sciences 2101 Constitution Avenue, Washington, DC 20418 (202) 334-2718

### Addresses of Publishers Binding Cultures: Black Women Writers in Africa and the Diaspora, by Clay Wi-

lentz (Indiana University Press; 160 pages; 529.95 hardcover, \$10.95 paperback). Discusses the work of Efua

Sutherland and Ama Ata Aidoo of

Ghana, Flora Nwapa of Nigeria, and Alice Walker, Toni Morrison, and Paule Marshall of the United States.

Canadian Science Fiction and Fantasy,

by David Ketterer (Indiana University

Press; 208 pages; \$27.50). Traces the

history of English- and French-lan

guage works in the two genres since the 1839 publication of Napoléon Au-

Don Juan and the Point of Honor: Se-

duction, Patriarchal Society, and Lit-erary Tradition, by James Mandrell (Pennsylvania State University Press; 310 pages; \$32.50). Explores literary

representations and critical interpreta

(Oxford University Press; 416 pages; \$95). A critical study of the Scottish poet William Dunbar (circa 1460-

1530); examines his view of himself as

a major maker, or poet, and describes his handling of various poetic genres.

Flotion of the Home Place: Jewett, Cather, Glaegow, Porter, Welty, and Naylor, by Helen Fiddyment Levy (University Press of Mississippi; 265 pages; \$35). Explores the portrayal of female

community in writings by Sarah Orne Jewett, Willa Cather, Ellen Glasgow, Katherine Anne Porter, Eudora Wel-

ty, and Gloria Naylor. "Hamlet" and the Concept of Character

by Bert O. States (Johns Hopkins Uni-

versity Press; 240 pages; \$35). Consid-

through a study of the major roles in Shakespeare's play; topics include the relationship of character change to

character persistence, the theory of traits, and the interplay of character

In the Wake of Theory, by Paul Bové (University Press of New England; 181

pages; \$40 hardcover, \$16.95 paper-back). Includes previously unpub-lished essays on the work of Allan

Bloom and Sacvan Berkovitch.

Privata Lives in the Public Sphere: The German "Bildungsroman" as Metafiction, by Todd Kontje (Pennsylvania State University Press; 192 pages;

\$32.50). Discusses self-conscious ele-ments in the German Bildungsroman (novel of education) that reflect the transformation of German literature in

the late 18th century.

Richardson's "Clerisea" and the Eighteenth-Century Reader, by Tom Keymer (Cambridge University Press; 283 pages; \$59.95). Sets Samuel Richardson's existence.

ardson's epistolary novel Clarissa Harlowe in its 18th-century literary,

cultural, and historical context.

ennyson and the Text: The Weaver's
Shuttle, by Gerhard Joseph (Cam-

bridge University Press; 256 pages;

\$54.95). Uses a weaving metapho

drawn from Tennyson's The Lady of

Shalott to explore the poetic texture and sense of "textuality" in the Eng-

General Orthogonal Polynomials, by Herbert Stahl and Vilmos Totik (Cam-

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Kent State U. Press, P.O. Box 5190, Kent, Ohlo 44242 Alfred A. Knopf, 201 East 50th Street, New York 10022 W. W. Norton & Company, 500 Fifth Avenue, New York 10110 Oxford U. Press, 200 Madison Avenue, New York 10016 Pennsylvania State U. Press, 820 North University Orive, Suite C. Uni versity Park, Pa. 16802

St. Martin's Press, 175 Fifth Avenue, New York 10010 U. of Nebraska Press, 901 North 17th Street, Lincoln, Neb. 68588 U. of Rochester Press, 200 Administration Building, Rochester, N.

U. Press of Kansas, 2501 West 15th Street, Lawrence, Kan. 86049
U. Press of Mississippi, 3825 Ridgewood Road, Jackson, Miss. 39211
U. Press of New England, 17½ Lebanon Street, Hanover, N.H. 03755 Yale U. Press. 92A Yale Station, New Haven, Conn. 06520

bridge University Press; 320 pages; \$59.95).

From Vivaldi to Viotti: A History of the Early Classical Violin Concerto, by Chappell White (Gordon and Breach; 375 pages; \$35). Traces changes in the solo violin concerto from the mature Baroque works of Antonio Vivaldi (1678-1741) to the Classical compositions of Giovanni Buttista Viotti (1755-

Bodin: On Sovereignty, edited by Julian H. Franklin (Cambridge University Press; 176 pages; \$49.95 hurdcover \$15.95 paperback). Translation of writings by the 16th-century French

Parmenides, by Martin Heidegger, translated by André Schuwer and Richard Rojcewicz (Indiana University Press; 192 pages; \$29.95). Transla tion of a lecture series on Greek philos ophy delivered by Heldegger in 1942-1943 at the University of Freiburg.

Nonderwoman and Superman: The Eth-ics of Human Biotechnology, by John Harris (Oxford University Press; 288 pages; \$22.95). Considers such moral dilemmas as the ethics of conceiving a child for the primary purpose of organ

### **POLITICAL SCIENCE**

Citizens and Community: Political Sup-port in a Representative Democracy, by Allan Kornberg and Harold D. Clarke (Cambridge University Press; 304 pages; \$54.95). Focuses on Cana in a study of the related subjects of political legitimacy and citizen sup-

enerals in the Palacio: The Military in Modern Mexico, by Roderic Ai Cump (Oxford University Press; 296 pages; \$49.95). Presents new empirical duta on civilian-military relations.

nternational Conflict Resolution: The U.S.-USSR and Middle East Cases, by Louis Kriesberg (Yule University Press; 288 pages; \$35). Analyzes the history of conflict and negotiation between the United States and the Soviet Union on one hand, and the parties involved in the Arab-Israeli conflict on the other; uses the data to develop a general theory of the process of con-

flict termination. Uberallem and American Identity, by Patrick M. Garry (Kent State University Press; 232 pages; \$32). Considers the role of liberalism in American poli-tics, particularly as reflected in the be-liefs and leadership of Franklin D. oosevelt, Harry S. Trum

Mississippi Government and Politics:
Modernizers Versus Traditionalists Modernizers Versus Traditionalists, by Dale Krane and Stephen D. Shaffer (University of Nebraska Press; 367 pages; \$45 hardcover, \$17.95 paper-back). A history and analysis of the state government's executive, judicial, and legislative branches.

### POPULAR CULTURE

Cradle and All: A Cultural and Psycho-analytical Study of Nursery Rhymes, by Lucy Rollin (University Press of Mississippi; 184 pages; \$27.50). Explores underlying meanings and mo-lives in four kinds of nursery rhymes animal rhymes, courtship and mar-riage rhymes, didactic rhymes, and jul-lables and amusements.

Planning for Earthquakes: Risk, Pattles, and Policy, by Philip R. Bedrand Timothy Beatley (Johns Hochs) University Press; 240 pages; \$38 framines risk-planning policies is by quake-prone communities arros fr. United States, with a focus on P. United States, with a focus on P. Alio, Cal.: Salt Lake County lib. Alto, Cal.; Salt Lake County, Un and the lowlands of South Carden

The Constant Flux: A Study of Claub-bility in Industrial Societies, by Be-ert Erikson and John H. Goldborg (Oxford University Press; 448 page \$84). Focuses on Eastern and Wase Europe since World War II, with all tional discussion of Australia, he and the United States. nist Methods in Social Regard

by Shulumit Reinharz (Oxford Uni sity Press; 413 pages; \$39.95 br cover, \$19.95 paperback). Expert the diversity of feminist approaches social-science research.

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## **Personal & Professional**

### A Leading Feminist Literary Critic Quits Post at Columbia, Citing Impossible' Atmosphere

Carolyn Heilbrun says she is tired of battling an 'old-boy network' that is resistant to her scholarship

#### By SCOTT HELLER

Tired of battling what she calls an "oldboy network" resistant to feminist scholarship, Carolyn G. Heilbrun is leaving Columbia University after 32 years.

Ms. Heilbrun, a pioneering feminist literary critic and the author of mystery novels under the pseudonym Amanda Cross. will not return next fall to her professor's job at Columbia's department of English and comparative literature.

"I've lost the spirit to continue," she said in an interview. "The atmosphere became impossible. Quite literally, no one in the department spoke to me all year."

Her decision to retire now, at age 66, was prompted by a dispute over a tenure cuse, as well as what she considers a lack of departmental support for her graduate students. She will finish her career on a

A former president of the Modern Language Association, Ms. Heilbrun has long been an advocate for the study of women's writing, including autobiography. She has been outspoken in her criticism of an academic world resistant to women and change. Her books include Reinventing Womanhood and Writing a Woman's Life.

"We have lost one of the women who helped to create American feminism," said Jean E. Howard, a department colleague.

### Department's Record Defended

Department officials expressed regret at Ms. Heilbrun's decision to leave, although they maintained that Columbia had made strides in hiring female faculty members and encouraging feminist scholarship. Several pointed to the 1991 hiring of Gayatri Spivak, a world-renowned scholar whose work deals with postcolonial and Marxist themes.

"We hired the most influential feminist in the world last year-Gayatri Spivak," said David Scott Kastan, the department chairman. "I take that as a sign that this is



Carolyn G. Heilbrun, who is leaving the university after 32 years: "I've lost the spirit to continue."

a department deeply committed to femi-

Seven of the 28 tenured professors in the department are women, including Ms. Heilbrun and Ms. Spivak. Mr. Kastan noted that more than half of the 14 non-tenured professors are women. The department has also hired two women who will

start in the fall.

dates for tenure. Ms. Heilbrun said a bloc of senior male scholars had often shortcircuited efforts to give feminists a greater presence in the department. "I call them the treehouse gang," she said. "They're like boys in a treehouse: No girls al-

Only tenured professors vote on candi-

### School's Out, but a Battle Continues to Rage Over Academic Freedom at Lees College

By COURTNEY LEATHERMAN Classes have ended at Lees College, but not the controversy that has been swirling around the Kentucky community college for more than a year.

A continuing feud between bers and the president and trustees over issues of academic freedom, tenure, and governance grew more bitter last week when four professors were fired. Two of them had been at Lees for 14 years and had held tenure as it is defined at the college, which is affiliated with the Presbyterian Church. All four had accepted contracts to teach next academic year. Three of the four, who as officers of the campus chapter of the American Association of University Professors had been critical of the president, were told that their recent activities were cause for their dismissals.

The dismissals followed other events: The AAUP's national chapter has planned an investigation into alleged violations of academic-freedom and governance standards at Lees. The AAUP's Kentucky conference has formally "condemned" college officials. And a regional accreditor has sharply questioned President William B. Bradshaw's selective release of information from a preliminary accrediting report.

One Lees professor described the campus as "funereal" after the firings, which brought to 11 the number of professors who had left or been dismissed this year.

President Bradshaw would not comment on the dismissals or the AAUP actions. Instead, he noted that the college had received a draft report from an accrediting team two days before the firings. He said Continued on Following Page

Her criticism was echoed by Joan M.

Ferrante, an expert in medieval literature and a former department head. "There are simply a lot of people who are not first-rate and who have an old-boy attitude and want people they can feel comfortable with,"

### **Split Over 2 Feminists**

Ms. Ferrante said professors had to struggle to appoint and grant tenure to feminists, when men with weaker credentials were advanced more easily. Before hiring Ms. Spivak, the department split over the hiring of two feminist scholars, who even-

The split vote on whether to offer tenure to Susan B. Winnett, a feminist working on 20th-century writing, led to Ms. Heilbrun's decision to leave. Ms. Ferrante said the department had treated Ms. Winnett unfairly, stacking the deck against her in favor of another candidate, James Shapiro, a Shakespeare scholar. No women were on the department's tenure committee.

Mr. Shapiro's tenure case has been forwarded to a universitywide committee. Ms. Heilbrun and Ms. Ferrante appealed Continued on Pollowing Page



So many of its entering

the College of Business

University of Nebraska at

Lincoln will no longer be required to take a basic course in

Administration at the

students are already proficient

with computers that students in

personal computing. From now

remedial, and no credit will be

on, such a course will be considered

given to those who need to take it.

Up until now, students got four

hours of credit for computer classes

that were taken through the college.

Students will have to take a

to show that they can use data-

Lincoln or elsewhere, use a self-

base, spreadsheet, and word-

paced instructional program

available at the university's

computer center, or simply

experiment on the machines in

campus computer laboratories.

develop campus electronic networks and connect to the

"Computer links, networking.

and information gathering by data

information age," says Allen Splete

council's small liberal-arts colleges

are to be competitive, he says, they

bases are the realities of today's

the council's president. If the

The project, which will be

directed by Edward Barboni,

director of technology integration

at Wheeling Jesuit College, will also

gather information for the colleges'

presidents about purchasing and

try to persuade vendors to give

people to design computer

discounts on equipment.

next fall in Boston.

using administrative systems, and

The Cambridge Center for Behavioral Studies is looking for

systems that act like humans. The

systems will compete in the second

In the first competition last year,

rograms. They ranked the terminuls

The two computers controlled by

nidden humans received the highest

omputers controlled by a program

fooled half the judges into thinking

it was a person. And three judges

thought one of the humans was a

The deadline for entering the

scheduled for November 17. For an

Behavioral Studies. 11 Waterhouse

Street, Cambridge, Mass. 02138;

contest is July 31. The event is

entry blank, contact Kathleen

Towne, Cambridge Center for

(617) 491-9020.

by how human the conversations

were and awarded a prize to the

highest-ranked machine.

rankings, but one of the six

Quest for the Thinking Computer

10 judges typed messages on 8

computer terminals to determine

which ones were controlled by

people and which by computer

must use technology.

The Council of Independent

Colleges has started a project to

help its 315 member institutions

computer-proficiency examination

processing programs. If they fail the

exam, they can take a basic course at

Professors also are disturbed by

the accrediting team's draft report.

which the president told professors

proval from Accreditation Agen-

James T. Rogers, executive di-

rector of the Southern Association

of Colleges and Schools, called the

college's action "highly irregular."

and said it might have violated the

spirit of the association's disclo-

sure policy. He said he planned to

look into the president's use of the

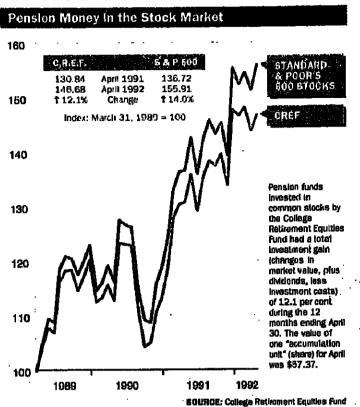
visiting team's report to gain posi-

plied with all accrediting stan-

Mr. Bradshaw said he had com-

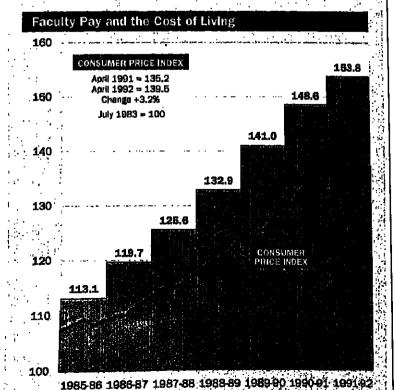
tive publicity.

### Trends and Indicators



#### Spending on Major Fringe Benefits for Full-Time Faculty Members, 1991-92

	All Institutione	Public	Private Independent	Private church-related
Rotirement Proportion with benefit	97.2%	99.2%	92.0%	93.3%
Average spending per faculty member	\$4,423	\$4,585	\$4,660	\$3,088
Medical Insurance Proportion with benefit Average spending per	97.1%	98.8%	93.7%	92.7%
faculty member	\$2,813	\$2,901	\$2,830	\$2,249
Dental Insurance Proportion with benefit Average spending per	33.9%	35.6%	33.4%	25.2%
faculty member	\$334	\$357	\$286	\$241
Group life Insurance Proportion with benefit Average spending per	82.9%	77.5%	91.9%	100.0%
faculty member	\$181	\$176	<b>\$2</b> 19	<b>\$151</b>
Tultion for children Proportion with benefit Average spending per	10.5%	8.2%	16.7%	14.5%
faculty member	\$3,301	\$1,179	\$5,864	\$5,842



### A Battle Over Academic Freedom Grows More Bitter at Lees College

violated academic freedom. "But we knew that all along," he said.

Mr. Bradshaw explained the turmoil by saying: "People have the impression they're going to really like this type of atmosphere. Then they get here and find their personality doesn't meet the special needs of a small church-related college

### Hefty Turnover in 4 Years

Lees appears to have had trouble attracting professors who meet those needs. Professors said at least 130 faculty and staff members had come and gone since Mr. Bradshaw took over in 1988. Administrators disputed that figure, but would not provide their own.

Some professors said Mr. Bradshaw had initially enjoyed widespread support from the college's two dozen professors and nearly 40 staff members. But changes he made in the college's tenure and personnel policies and in the faculty handbook quickly croded that support, the professors said.

The faculty has twice voted no confidence in Mr. Bradshaw since 1991. Many professors said the

### NEW BOOKS ON HIGHER **EDUCATION**

It may be necessary to add state tax to the cost of books listed be- forts. low. Discounts may be available to scholars and to people who order in

Administration as a Profession (New Di-rections for Higher Education No. 76), edited by Jonathan D. Fife and Lester F. Goodchild (Jossey-Bass Publishers, 350 Sansome Street, San Francisco 94104; 124 pages; Shales prepaid). Contains essays on the history, goals, curricula, student demography, and organization of higher-education administration programs in schools of education; also discusses other settings

for training.

Effective AIDS Education on Campus
(New Directions for Student Services
No. 57), edited by Richard P. Keeling
(Jossey-Bass Publishers, 350 Sansome Street, San Francisco 94104; 113 pages; \$14.95 prepaid). Discusses the goals, evaluation, and improvement of AIDS-education and sexual-health promotion programs on campuses; in-cludes separate chapters on recom-

cludes separate chapters on recommendations for women, gay men, and mombers of minority groups.

Light on the Hill: A History of the University of North Carolina at Chapel Hill, by William D. Snider (University of North Carolina Press, P.O. Box 2288. Chapel Hill, N.C. 27515; 370 pages: \$24.95, plus \$3 for shipping).

Traces the institution's history since its founding in 1795.

ter: A Pictorial History, by Lawrence H. Larsen and Nancy J. Hulston (University Press of Kansas, 2501 West 15th Street, Lawrence, Kan. 66049; 222 pages; 222 pages; \$35, plus \$2.50 for shipping). Contains 385 photographs, with accompanying text, that document the school's history since its founding in 1905. founding in 1905.

Tounding in 1905.

Women in Science and Engineering: Increasing Their Numbers in the 1990's:

A Statement on Policy and Strategy (National Academy Press, 2101 Constitution Avenue, N.W., Washington 20418; 152 pages; S20 prepaid). A report from the Committee on West. port from the Committee on Women in Science and Engineering, a group in the Office of Scientific and Engineering Personnel of the National Research

referred to "dissident faculty" who had a concept of academic Continued From Preceding Page president and his wife, Betty June, freedom "enlarged well beyond its the report, which he did not remeaning" in the accrediting stanlease, said the institution had not dean of students, ran the campus as dards. Lees officials issued a press release under the heading, "Lees College Receives Stamp of Ap-

Professors have criticized Mr. Bradshaw for abolishing tenure. A few retain the status of tenure, but not its benefits. They complain that contrary to widely followed guidelines set forth by the AAUP, all professors work under one-year contracts, so tenure is meaningless.

Mr. Bradshaw retains the support of the 22-member Board of Trustees, which in December offered him a 10-year contract and last year increased his compensation to \$82,437 from \$58,000, according to professors who reviewed the college's tax forms.

### Feminist Literary Critic Quits Columbia

Continued From Preceding Page the vote—evenly split—on Ms. Winnett's case to an administrator, but the vote was allowed to stand.

Mr. Kastan said the decision on Ms. Winnett was not a matter of hostility to feminist scholarship. "Anytime somebody comes up for tenure at a major research university without a book in print, you're very vulnerable," he said.

Other tenured women in the department agreed that Columbia, in general, has a mediocre record of supporting female professors and feminist work, in part because it is an Ivy League school that first admitted female students in 1984. But they were more optimistic about the English department's recent ef-

"We're coming out of a very bad situation, when for a long time we had very few women," said Ann Douglas, a professor in the department since 1974.

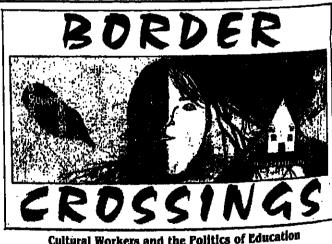
"Over that time," she added, Carolyn has [felt] beleaguered, ightly, but she's closed herself off

from the progress made in the de-

Ms. Heilbrun's graduate sudents may have been caught in the crossfire. Only one of the master's degree students she supported was admitted into the doctoral program for next year, and a large number of students in her graduate seminar on gender and modernism also didn't get in. Several said they would appeal, arguing that Ms. Heilbrun's evaluations had been given short shrift in the admissions

### **Especially Competitive**

David Damrosch, who headed the graduate-admissions committee, said the pool was especially competitive this year and that many students exploring feminist themes had been admitted. He said the recommendations of scholars who wrote lengthy evaluations of their students' work weighed more heavily than those who wrote short reviews, as he said Ms. Heilbrun had done in some cases.



**Henry Giroux** 

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# **Information Technology**



Joel M. Smith, Allegheny's director of educational computing services: "One of the thrusts here is to involve many non-programmers in the process of creating instructional applications."

# College Enables Professors to Write Computer Programs With Ease

At Allegheny, faculty members with little training quickly create sophisticated applications

### By DAVID L. WILSON

MEADVILLE, PA.

In the past year, faculty and staff members at Allegheny College have written more than 100 sophisticated computer programs that are being used in classes. The programs were developed by about 25 people, most of them faculty members not highly skilled in the arcane art of programming.

Richard Scheines, a research scientist in the philosophy department at Carnegie Mellon University, says Allegheny's productivity is staggering. Mr. Scheines, who was paid by the college to evaluate its computer operation, says writing computer programs is arduous work, done by highly skilled specialists, that can take months or years. "It took me about three years to finish an application to use in logic class-

What makes Allegheny's feat even more impressive, says Mr. Scheines, is that the institution is a small liberal-arts college. It does not have the technical resources of a large university with a substantial cadre of science and engineering specialists.

### An Unusual Type of Computer

Despite that, Allegheny faculty members have been able to write high-quality programs quickly and install them on the campus computer system. In some English courses, for example, students have become accustomed to going to computer laboratories and working on homework assignments that developed from

classroom discussions just a few days be-

Allegheny has accelerated the development of computer applications and allowed people who aren't software experts to get involved by using an unusual type of computer. Manufactured by Next Computer Inc., the machines come with a special programming language that allows sophisticated programs to be created quickly.

Allegheny has 108 Next computers in five laboratories across its campus. Sixty more machines are in faculty and staff of

"When I get out of here, i will have a jump on every other clod because I'm already using the type of computers that the rest of the computer

industry will be building.

fices. The machines are linked in a network. Next officials say that no other small liberal-arts institution uses their company's computers more extensively than Allegheny, although Next machines are found on many campuses, where they generally are used by mathematicians and sci-

Most institutions that install public computer networks use machines made by the International Business Machines Corporation-or less expensive clones-or manufactured by Apple Computer Inc.

That, says Joel M. Smith, assistant professor of philosophy and director of educational computing services at Allegheny, is because those two different types of "platforms," as they are called, have the largest variety of software already written for users. Comparatively little software is available for the Next, he says.

### 'It's No Surprise'

As a result, he says, campus administrators and technical experts choose platforms for the educational software that already exists. The problem is that while most professors will gladly use a broad application for such tasks as word processing, few instructors like using instructional software written by someone else for their own courses. That is because the program rarely meshes with their teaching styles.

"We don't even like to use somebody else's textbook,'' Mr. Smith says, no surprise that professors would rather write their own applications than buy what's on the shelf."

But most professors don't have the technical expertise needed to write a program, so they must work with computer programmers. That approach, says Mr. Scheines, has big problems, as well. "Programmers don't know anything about pedagogy, and professors don't know anything about computers," he says. "It's always been the dream of educational

\*Continued on Following Puge



### Professors Create Their Own Computer Programs

Continued From Preceding Page programming to let the professors guage is devoted not to the actual an assembly line can simply grab a program. That's what they've been new parts of the program but to door and attach it to what will able to do at Allegheny."

#### Long Sequences of Code

Most software is written line by line. The easier it is to use, the more code must be written. Many programs today, for instance, are designed around systems that use "windows" that essentially allow users to have several different programs on a computer screen simultaneously, each in its own rectangle. Programs written in such a fashion shield users from the computer's internal language and make it easier for them to operate the programs. The way a program shows up on the computer screen is called an interface.

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comes close.

cal answers, but the

writing the code for the interface. eventually be a car, a programmer When different programs use the using an object-oriented language same type of interface, the same can electronically grab a pre-writcode must be written over and over, and in some cases writing that code is 90 per cent of the work. Composing a program in a standard computing language means "I have to reinvent the wheel each time," says Brian P. Reid, an assistant professor of chemistry and coordinator of scientific computing at Al-

The Next machine, however, comes with an "object-oriented" needed to make a software application do certain things are bundled into discrete "objects" that are stored in the computer. Just as a of how quickly an application can

**COMPUTER SOFTWARE** 

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LOOKING AHEAD.

ming in a standard computing lan- worker building an automobile on ten batch of code stored in the computer and use it in the program

#### A Library of Objects

Specialists at Allegheny have been developing a special library of objects that can be used in educational computing, including objects that represent Petri dishes, bar graphs, and tables. Once the code for each object is written, other, programming language. The codes less sophisticated programmers can easily include it in their own applications.

Mr. Smith gives a demonstration

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#### obligingly opens up a window on the screen. Mr. Smith labels this window "instructions," and pulls up another object from his list, this one a button. An image of a push button appears on screen, and a line appears between the button and the window, signifying that clicking on the button with the mouse will make the "instruc-

tions" window appear.

be developed. Using a mouse, he

scrolls through a list of objects

available, and pulls out an object

labeled "window." The computer

In similar fashion, Mr. Smith sets up a window containing a line graph and a table on which students can insert data, which will then be displayed on the line graph. By linking all these objects together, Mr. Smith can quickly create a new computer application with very few "bugs" in it, because he knows that most of its codes have already been tested in other programs. The entire process takes

### **Making Programming Easy**

less than half an hour.

This extreme ease in programming is central to Allegheny's goals, says Mr. Smith. "One of the real thrusts here is to involve many non-programmers in the process of creating instructional applications. We didn't have a huge staff of programmers, so the key was something that made development

Ron L. Mumme, an assistant professor of biology, was able to develop a complex computer simulation that allows students to study genetic changes in fruit flies over many generations. He was able to do most of the programming himself, with some assistance from the experts to get him over the rough spots. "I wouldn't have even tried to do this without the object-oriented programming language," he

Every student interviewed for this article expressed great support for the college's computing program, saying it had improved the quality of their education enormously. But many had the same complaint. "We really need more machines," says Mary Anne Wise, a senior majoring in English literature. Students repeatedly complained of long lines to use the computers, particularly at the end of the year, when everyone is rushing to complete assignments. Mr. Smith says Allegheny is installing 50 additional machines in its public

should alleviate some of the con-That will give Allegheny's 1,800 students access to 158 machines in the laboratories. Mr. Smith says he thinks an ideal ratio would be 7 to l, "but that won't happen until we get more money." Outside contributors have provided the school

with nearly \$1-million since 1989 to

laboratories this year, which

finance use of the Next computers. Jake B. Suntheimer, a freshman who expects to major in computer science and philosophy, says: "I came here just because of the Next machine. I'm already using what Apple and IBM are hoping to get out in three years. When I get out of here, I will have a jump on every other clod because I'm already using the type of computers that the rest of the computer industry will be building."

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### Support network to send student tran-

overnight," he says.

San Jose State processes about 126,000 transcripts a year at a cost of \$500,000, Mr. Chambers says. Sending transcripts electronically "will save us a tremendous amount of money." Cost savings will be realized on postage and paper.

work to start operating formally by July 1. By then, the system will indude 10 community colleges in the university's service area.

An engineering professor at the University of Rochester has developed a process to speed up the facsimile transmission of photographs.

The process, based on an algo-

eiver, where they are combined nto the original image.

In the current process, a photo-

Mr. Parker says his separation

cy in halftones, he says, images must be transmitted point by point. When it sends two different sets of nformation, however, the fax ma chine is able to transmit many lines, one right after another, that

"That's where you get all the speed," Mr. Parker says.

TECHNOLOGY UPDATE

puses deal with racial intoler-

For the program, the university

It will contain simulations of

-verbal harassment, for example,

The videodisk is being devel-

or discriminatory acts-involving

whites and blacks.

Five colleges experiment with network for student transcripts

Process speeds up the facsimile transmission of photographs

Vanderbilt University is cre-

ating a computer-based video-

disk program to help faculty

and staff members and students

■ Videodisk aims to help campuses deal with racial intolerance

(716) 275-3294.

In an effort to save time and fax machines must have the same money, San Jose State University and four community colleges

The difference must have halftone screen, he says.

For more information For more information, contact in Northern California are ex-Mr. Parker, Department of Electriperimenting with a computer cal Engineering, University of will produce a disk called the Di-Rochester, Rochester, N.Y. 14627;

scripts to one another. In the past the institutions have prepared paper transcripts and sent them by mail, a process that usually takes at least two weeks. and sometimes far longer, says Edgar Chambers, the university's associate executive vice-president for admissions and records. "With electronic transmission, we are able to process students' records

Mr. Chambers expects the net-

The university has agreements to extend the network to two local high-school districts in the full, Mr Chambers says.

For more information, contact Mr. Chambers at San Jose State University, One Washington Square, San Jose, Cal. 95192-0009; 40%)924-2009; EDGAR@SJSUVMI

rithm created by Kevin J. Parker an associate professor of electrical engineering, converts a photo-Figh into a grid of tiny squares. The fax machine scans the grid for two types of information: the averamount of gray in each area of the photograph and any outstanding features, such as sharp edges or

The machine sends the two types of information separately to a re-

graph is converted into a halftone mposed of black and white dots, which are transmitted together as thousands of signals over telephone lines.

Process increases transmission speed by taking advantage of "reandancy," areas within images that look similar. Because there is little redundan-

are almost identical.

For the transmission process to Work, the sending and receiving The disk will also include some source materials on racial discrimi-

"The script reads a little bit like a soap opera, with stories inside stories," says Willis D. Hawley, who oversees the project as the director of the Center for Education and Human Development Policy. "We found we couldn't have sepaversity Opportunity Tool or DOT, rate incidents. Students of different races can have easy and posicommon examples of intolerance tive relationships when they are studying together, but in a social situation they can experience pressure from their friends."

Professional actors and Vanderoped on an Apple Macintosh mabilt students who belong to drama

chine and will let users watch brief groups will act in the simulations, enactments of racial incidents, se- Mr. Hawley says, "If you just use lect responses from among several students, viewers become conalternatives, and see the outcomes. scious of the people, rather than the events," he says. "They tend to say, 'Oh, I know her.'

Mr. Hawley expects the videodisk to be ready to test next fall. If the tests are successful, the university might make other versions that concentrate on relations among other racial groups.

The project is supported by the Fund for the Improvement of Postsecondary Education.

For more information, contact Mr. Hawley, Center for Education and Human Development Policy. Vanderbilt University, 1208 18th Avenue South, Nashville 37212; (615) 322-8505.

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Physics. "Interactive Physics II," for Apple Maciatosh. Interactive simulated laboratory lets students measure objects in motion driven by physical laws; students can draw and build such objects as squares and rockets, define mass, elasticity, charge, and velocity for each, set the environment, and run the experiment to see how the objects interact; \$319; quantity discounts available. Contact: Knowledge Revolution, 15 Brush Place, San Francisco, Cal. 94103; (800) 766-6615 or (415) 553-8153.

Political sotongo. "American Government: An Introduction Through MicroCase." for IBM PC and compatibles. Student version of the MicroCase analysis system lets students in introductory courses do political-science analysis; includes three data bases with aggregate and survey data from the 1990 General Social Survey and from state and Congressional sources; includes laboratory workbook; \$19. Contact: MicroCase Corporation, Box 2180, West Lafayette, Ind. 47906; (317) 497-9999.

Soolal-solence data bases, "Time Series Library Foundation Pack, Version 1.0," for IBM PC and compatibles. Requires "Lotus 1-2-3" or "Quattro Pro." Spreadsheet-based program lets users explore, analyze, compare, and present data from 560 time series; each series contains text with definitions, methodologies, source citations, and reading references; includes U.S. and international demographic, economic, environmental, and social indicators; \$295; quantity discounts available. Contact: CoWorks Corporation, 1020 Central, Suite 200, Kansas City, Mo. 64105; (816) 421-1548.

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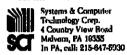
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# Ways & Means

Wisconsin's Gov. Tommy
Thompson, a Republican, has
signed into law the state's 199293 budget act, including a
provision that allows applicants
for jobs at the University of
Wisconsin to choose whether
their names will be made public.

After several media organizations challenged the university's practice of not releasing the names of candidates for athletics-department jobs, the university agreed last year, in an out-of-court settlement, to make the names of job applicants public for a three-year period. Under the agreement, a change in state law could take precedence over the

The Governor agreed with university officials that disclosure of applicants' names could discourage prospective candidates from applying because it might jeopardize their current jobs.

Said Judith Ward, acting vicepresident of university relations: "Opening the process puts us at a competitive disadvantage with other universities and private employers who do not disclose names."

Dave A. Zweifel, president of the state's Freedom of Information Council and editor of The Capital Times, said he was disappointed by the new law. Under the old system, he said, "the public gains the knowledge of who the individual is, and they gain the opportunity to make their feelings known about the candidate."

He added that open searches
"take the process out of the realm of
the 'old-boy network' that has
existed for too long."

"The Star Spangled Banner"
and the Pledge of Allegiance
should be as much a part of the
graduation ritual as "Pomp and
Circumstance," says the New
York State Senate.

The Senate passed a bill this month to require the recitation of the pledge and the playing of the national anthem at all graduation ceremonies at colleges in the State University of New York System.

Sponsors of the measure, which was first introduced several years ago but never voted upon, said the bill had been prompted by complaints from some families of SUNY graduates.

"It's been our experience that some parents come away feeling kind of empty when there's no display of patriotism," said an aide to State Sen. Owen H. Johnson, a sponsor of the bill,

The aide said the bill did not cover the City University of New York because legislators had not received any complaints about ceremonies there.

A spokesman for suny said he believed most campuses already play the national anthem at graduations. He also said each campus determines the format of its own graduation, and that it was unlikely the Senate vote would change that, since the bill is unlikely to come up for a vote in the State Assembly.

# **Government & Politics**



Frank J. Sorauf, a political-science professor at the U. of Minnesota: "Does the vote follow the money or does the money follow the vote?"



Thomas A. Butts, a lobbyist for the U. of Michigan: Contributions from professors and administrators cannot compete with banks' funds.

# Banks and Trade Schools Increase Their Campaign Gifts as Congress Reauthorizes the Higher-Education Act

By THOMAS J. DeLOUGHRY

WASHINGTO

Trade-school officials and banking interests increased their campaign contributions to members of Congress as the law-makers were debating—and rejecting—proposals that could be detrimental to both industries.

The Chronicle reviewed the Federal Election Commission records of political-action committees controlled by the eight largest student-loan lenders and three banking associations. The review found that the PACS together contributed \$1.55-million in 1991 and the first three months of 1992, the period in which Congress was debating proposals to reauthorize the Higher Education Act. The 15-month total almost equals the 24-month total during the last reauthorization in 1985-86, when the PACS contributed \$1.89-million.

The stepped-up donations came as Congress debated proposals to replace federally insured bank loans to students with direct federal loans.

### **Tighter Restrictions Considered**

Trade-school PACs continued to contribute generously to lawmakers, spending more than \$342,000 from January 1985 to March of this year. They donated \$69,800 from January 1991 to March 1992, which is more than the \$58,550 they contributed in all of 1985 and 1986. The contributions came as lawmakers weighed tighter restrictions on aid to the schools and as the number of schools declined because of a crackdown on student-loan defaults.

In addition to the PAC records, The Chronicle reviewed personal contributions to the 14 members of the Senate Subcommittee on Education, Arts, and the Humanities and the five top Democrats and five top Republicans on the 27-member House Subcommittee on Postsecondary Education. In all but a few cases, giving by

college officials lagged well behind contributions from trade-school officials and from bankers.

For example in the 15-month period:

Trade-school officials donated
\$10,350 to Rep. William D. Ford, a Michigan Democrat who is running for a 15th
term. Mr. Ford heads the House Subcommittee on Postsecondary Education and
the full Education and Labor Committee.
College officials and lobbyists contributed
\$6,450 to Mr. Ford, whose campaign received a total of \$251,005 from all sources.

■ Bankers contributed \$34,781 to Sen. Dan Coats, an Indiana Republican, seeking election to his first full term after replacing Dan Quayle in 1989. College officials donated \$2,482 to the campaign,

which received a total of \$1.8-million from all sources. Many of the bankers were employed by Indiana National Bank, which ranks 10th among makers of federally guaranteed student loans. Many of those affilated with colleges were medical doctors.

■ Among the largest contributors with an interest in higher-education policy were employees of Williams & Jensen, a Washington law firm, who contributed \$9,750 to members of the House and Senate subcommittees. The firm represents the Student Loan Marketing Association, the largest buyer of student loans, and the Bank of America, the third-largest maker of student loans.

The Chronicle's review probably under-Continued on Following Page

### Overlap Group Documents Indicate Colleges Questioned the Effectiveness of Aid Awards

By SCOTT JASCHIK

Documents released by the Justice Department indicate that members of the Overlap Group, which in the last three years have collectively spent millions of dollars in legal fees defending their activities, harbored doubts about whether the group actually helped students or institutions.

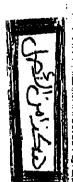
According to the documents, financialaid officials at some institutions believed that the Overlap process resulted in students' receiving aid awards that were too small. Some aid officials at Overlap colleges and universities linked the small size of Overlap awards to the difficulty that minority students face in enrolling in the Ivy League.

Other documents indicate that Overlap participation may have hurt the colleges themselves—by placing the institutions in the position of frequently offering less-gen-

erous aid packages than non-Overlap institutions.

Even as the documents raise more questions about the Overlap Group's effectiveness, however, some members continue to seek a way for the group to return to its practice of meeting annually to compare the aid packages offered to students admitted to more than one of their institutions. The goal of those meetings, which were attended by officials of the 23 elite private colleges that make up the group, was to arrive at a common determination of student financial need.

Members of the group have been under investigation by the Justice Department for three years. Antitrust charges against one member, the Massachusetts Institute of Technology, will be heard in Federal District Court in Philadelphia next month. The eight Ivy League institutions, which Continued on Page A22



### Banks and Trade Schools Increase Giving to Congressional Campaigns

Continued From Preceding Page tion of Independent Colleges and estimates the contributions from Schools donated \$25,050 in 1991 individuals because many donors before it merged with the careerdid not list their occupations or em- college group. The National Assoployers as is required. Under ted- ciation of Accredited Cosmetology eral law, individuals are allowed to Schools made one \$300 contribudonate \$1,000 for each election and tion, and DeVry Inc., a chain of PACS are limited to \$5,000. Prima- for-profit colleges, contributed ries are considered separate elec- \$1,500 in the 15-month period.

campaign contributors have any in-

"It comes as no surprise that people who are

opposed to direct loans have been following all

legitimate options

available to them." fluence over the way they view pol-

icy matters. Thomas R. Wolanin, an aide who has worked with Representative Ford on the higher-education bill, said campaign contributors get no special favors, "It's not something that registers on the radar screen," he said.

Advocates for tighter restrictions on student aid at for-profit trade schools contend that donations from school owners and PACs have kept lawmakers from devel- ical contributions are further proof oping tougher rules to curb abuses that the schools' approach differs not buy access to lawmakers, she in that sector of higher education.

Ranking R-Missouti †

Villiam D. Ford, chairme D-Michigan †

oseph M. Gaydos D-Pennsylvanja ‡

William F. Gooding R-Pannsylvania †

Charles A. Hayes D-Illipols §

Scott L. Klug R-Wisconsin

George Miller D-California †

Susan K. Molineri R-New York f

Thomas E. Petri R-Wisconsin )

Dan Coále

Barbora A. Mikulaki D-Maryland 1

Early in the reauthorization Lawmakers generally deny that process, discussion of establishing separate aid programs for tradeschool students was squelched by Mr. Ford and Sen. Claiborne Pell, the Rhode Island Democrat who heads the Senate Subcommittee on Education, Arts, and the Humanities. Both argued that it would be clitist to apply one set of rules to colleges and another to trade schools.

The election records showed that in addition to the \$10,350 from trade-school owners, Mr. Ford received \$8,350 from trade-school PACS in 1991-92. Mr. Pell raised very little money in the past year, but his 1989-90 re-election camschool officials and \$22,000 from

#### A 'Fundamental Difference'

Some college officials who believe that the government should have different aid programs for trade-school students say the politfrom that of colleges. The officials said, but rewards those who sup-The review of election records charge that profit-minded school port higher education and for-proffound that the Carcer College As- owners make contributions to presociation's PAC contributed serve their prime source of reve-\$42,950 to candidates in the 15- nue, while university officials are dents and providing access to un-

Contributions to Some Members of Congress involved

\$214,122

251,005

40,650

29,670

81.014

326 661

307,340

185,391

1.545,000

In Higher-Education Issues: January 1991-March 1992

\$2,976

### Contributions by Trade-School PACs: January 1991-March 1992

		•	
residential Candidate		Steny H. Hoyer, D-Maryland	\$1,000
om Harkin, D-lowa	\$500	Dale E. Kildee, D-Michigan Scott L. Klug, R-Wisconsin	-11.00
enate		Joseph M. McDade, R-Pennsylvania	
rock Adams, D-Washington	\$4,000	George Miller, D-California	1,000 500
an I. Dixon, D-Illinois	250	Susan K. Molinari, R-New York	1 000
hristopher J. Dodd, D-Connecticut	1,000	David R. Obey, D-Wisconsin	1.000
om Harkin, D-lowa	1,000	Major R. Owens, D-New York	625
mest F. Hollings, D-South Carolina	1,000	Ed Pastor, D-Arizona	ECO
hn F. Seymour, R-California	1,000	Christopher C. Perkins, D-Kentucky	2,000
aul Simon, D-IIIInols	100	Thomas E. Petri, R-Wisconsin	ann
len Specter, R-Pennsylvania	2,500 1,000	Carl D. Pursell, R-Michigan	1,000
arris L. Wofford, D-Pennsylvania	1.000	John F. Reed, D-Rhode Island	1,350
oue <del>o</del>	•	John Jacob Rhodes, III, R-Arizona	5.000
ichael A. Andrews, D-Texas	\$500	Gloria Gonzales Roemer *	500
chard K. Armey, R-Texas	1,000	Timothy J. Roemer, D-Indiana	500
illiam Lacy Clay, D-Missouri	500	Marge Roukems, R-New Jersey	1,000
Thomas Coleman, R-Missouri	7,050	Thomas C. Sawyer, D-Ohio	
andy (Duke) Cunningham, R-California	725	Patricia Schroeder, D-Colorado	
ernard J. Dwyer, D-New Jersey	250	Jose E. Serrano, D-New York Louis Stokes, D-Ohio	
ickey Edwards, R-Oklahoma	500 500	Joiene Unsoeld, D-Washington	1,000
arris W. Fawell, R-Illinois		Peter J. Visclosky, D-Indiana	
Illiam D. Ford, D-Michigan,	2.000	Vincent J. Weber, R-Minnesota	500
seph M. Gaydos, D-Pennsylvania Ichard A. Gephardt, D-Missouri	5.500	Pat Williams, D-Montane	1,500
teven C. Gunderson, R-Wisconsin	2.300	Total	\$69,800
harles A. Hayes, D-Illinois	200	Colorado Republican candidate SOURCE: Chronici	is Reporting
mines in 140,000 to mines in 11111111111111	,		

been listened to," Ms. Thomas-

Some student-aid analysts and

college officials who favor replac-

ing guaranteed loans with direct

loans made by the government

through a college or trade school

blame the banking lobby for help-

ing to scuttle such proposals. Many

college officials also oppose the

plans because they fear the ar-

rangements would increase their

The Senate declined to include a

direct-loan plan in its reauthoriza-

tion bill. The House of Representa-

tives included only a pilot project

in its bill. The fate of the proposal

will be decided in a conference of

administrative burdens.

Parrott said.

students.

"It's just another fundamental difference," said Robert G. Botpaign took in \$13,455 from trade- toms, president of DePauw University. "It is a very effective lobbying organization with lots of money behind it."

Sharon Thomas-Parrott, vicepresident for governmental relations at DeVry Institutes, rejects such charges and plays down the importance of the company's political-action committee. DeVry does

"Our record in graduating stumonth period and that the Associa- generally non-political and invest derrepresented students has been

\$2,250 \$7,080 \$15,725

delegates from both chambers. Thomas A. Butts, a lobbyist for the University of Michigan who pushed hard for direct loans, said he was not surprised by the amount of money that banking interests had contributed. "It comes as no surprise that people who are opposed to direct loans have been folowing all legitimate options available to them," he said.

### No Guarantees

Mr. Butts said meager contribuions from college professors, adninistrators, and lobbyists could not compete with the banking unds. "Unlike some other comlittees, where you have various nterests offsetting one another. Education and Labor only has essentially the lending industry," he said. "There's simply no balance

Those who have studied political contributions say that banks have given more in recent years for a number of reasons. "Student loans are a pretty small part of their agenda," said Larry T. Makinson, difor Responsive Politics, a non-partisan group that studies the role of money in politics. "The biggest thing on their plate is bank deregu-

But he said that having so much money floating around Capitol Hill helps the banks when they are fighting proposals like direct student loans. "That stuff comes in handy" he acid handy," he said.

Others argue, though, that politi-

much more the reason why we've that votes will favor the contribu tor. Frank J. Sorauf, a political-science professor on the Twin Cities campus of the University of Mipnesota, said banks had lost several recent battles in Congress despite

their contributions.

Mr. Sorauf, author of Inside Campaign Finance (Yale University Press, 1992), also said it was often impossible to determine whether contributors such as bankers or trade-school officials were buying votes or rewarding lawmakers who already agree with them on issues. "Does the vote follow the money or does the money follow the vote?" he asked.

### Support for Pell in 1989-90

The PAC controlled by Chase Manhattun-the second largest maker of student loans-contributed \$108,563 to lawmakers in 1991 and the first quarter of 1992. It donated \$77,785 in 1985-86. The Consumer Bankers Association, a trade group active on student-loan issues, and the Bank of America have also surpassed 1985-86 levels.

The nation's largest banking PAC-administered by the American Banking Association-doled out \$686,000 to 268 campaigns in the 15 months that ended in March. In 1985-86, it gave \$929,000 to 372

More important, the association already has given more to members of the House postsecondary-education subcommittee than it did in 1985-86. Sixteen members of the 27-member panel received a total of \$29,050 from the group this lime, compared with \$16,850 for 13 members of the 23-member subcommittee in 1985-86.

Chris Rieck, an association spokesman, said it was not attempting to influence student-loan policy. "There's really no way to make that connection between our PAC contributions and that subcommittee," he said. He said the group had contributed to candidates who had supported bankers' views in the past.

Among members of the Senate education subcommittee, those receiving the most money were the year: Senator Coats; Sen. Christo. pher J. Dodd, Democrat of Concal contributions do not guarantee pher J. Dodd, Democrat of necticut; and Sen. Barbara A. MiTHE CHRONICLE OF HIGHER EDUCATION

The Arts: Michelangelo; a choir in St. Petersburg **B6** 



Odnion: Détente between students and parents **B3** 

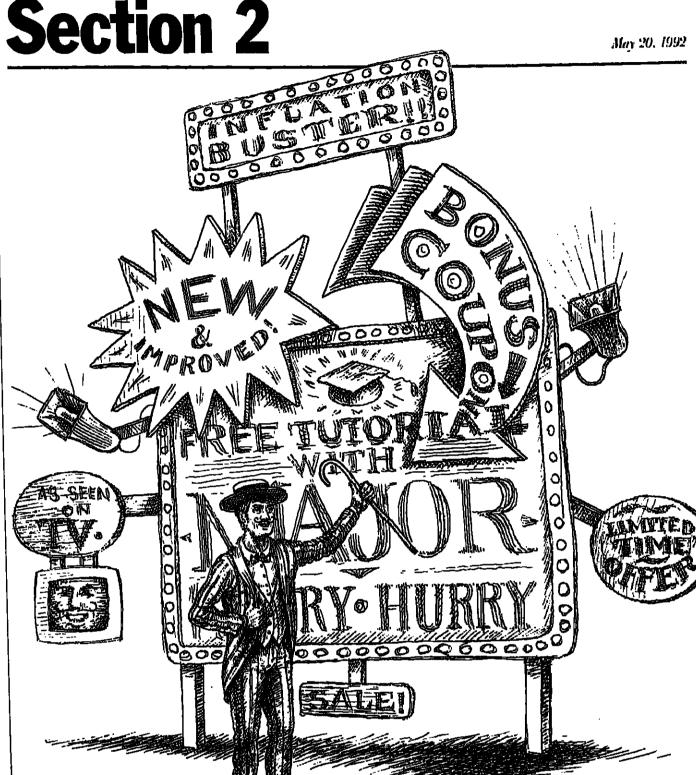


End Paper: Georgia O'Keeffe's quest for subject matter **B40** 

Mélange B5

Letters to the Editor **B4-5** 

Bulletin Board B7-39



# The Growing Hucksterism of College Admissions

By Richard Chait

VER THE PAST 20 YEARS, college admissions have shifted from essentially a selection function to a marketing function. For those who believe that the battle for student bodies has become as d and as intense as it can get, remember the words of P. T. Barnum's circus barker: "Mister, you ain't seen nothin' yet." In the next several years, I predict that market conditions will radically alter the landscape and ground rules of college admissions.

First, however, let's take a snapshot of present conditions. The competitive spiral has spawned four-color brochures, videotapes, telethons, billboards, and bumper stickers, all now routine recruitment tactics at numerous institutions, both private and public. Admissions officers, presum-

ably of necessity, spare no expense. One Midwestern liberal-arts college last year spent almost \$700 just on informational materials for each student who enrolled. Another liberal-arts college recently paid approximately \$100,000 for full-page advertisements in regional editions of Time and Sports Illustrated. And, in 1989, an undergraduate college in the East made an average of 56 contacts per new enrolled student, from the time of the student's initial inquiry to the moment of admission. This cost nearly \$2,800 per student, exclusive of financial aid.

If college recruitment now resembles the marketing tactics of department stores, the world of student financial aid on many

OPINION

campuses appears to be almost indistinguishable from the automotive showroom. Few customers pay the sticker price for college anymore, and institutions offer a dizzying array of discounts, rebates, low- and no-interest loans, and even tuition markdowns for siblings and twins. According to the Council for Advancement and Support of Education, liberalarts colleges in 1987-88 spent, on average, \$3,426 per student of their own money in providing financial aid to 61 per cent of the people they enroll.

The total amount of financial aid that institutions provide annually from their own coffers has increased 98 per cent since 1970-71. Private colleges in 1990-91 supplied their undergraduates with nearly \$3billion in student aid. Even more astonish-

Continued on Following Page



### The Growth of Hucksterism in College Admissions

Continued From Preceding Page ing, the total dollars going into merit scholarships-that is, aid not based on needhave increased 1,438 per cent over the past 20 years at private colleges. In other words, some colleges are purchasing academically gifted students, and many others are enticing ordinary applicants with steep

discounts.

TINANCIAL INDUCEMENTS WIll not be easily discontinued now that stu-L dents and parents have become accustomed to them. It is not easy to wean consumers from discounts; just recall Detroit's unsuccessful effort to abandon rebates. It is not clear where, when, how, or if these trends will decelerate, let alone reverse themselves, even though colleges would welcome that, since it would lower their costs and diminish the growing hucksterism around student recruitment. Between now and 1996 the number of 18- to 24-year-olds will drop by about 9 per cent. This portends still more rapacious competition and still more aggressive recruitment tactics, especially, although not exclusively, among the 1,532 private four-year colleges, which enroll slightly more than 20 per cent of all undergraduates. That's a lot of colleges chasing relatively few students. And even if the Department of Education's latest projection of a 13-per-cent enrollment increase between now and 2002 proves correct, the number of high-school graduates will not surpass 1988 levels until 1997. Thus the marketing mania is likely to get worse before it gets better.

Three different scenarios illustrate the logical (or illogical) extension of current trends. These scenarios will strike some as improbable and far-fetched. However, I ask the skeptics: How many among us would have predicted 10 years ago that by 1992 many universities would be bypassing traditional peer-review procedures to obtain federal "pork barrel" grants for research facilities—to the tune of nearly \$685-million? I cite this example only to illustrate that "sacred" academic principles are sometimes sacrificed on the altar of economic pragmatism

Scenario No. I evokes tour consolidators, the entrepreneurs who purchase blocks of airline tickets at wholesale prices and resell them at steep discounts to travelers with flexible schedules and a desire for low-cost air transportation. The system benefits the airlines, whose scats would otherwise go unsold, the consolidators who reap a service fee, and the passengers who fly at fares well below retail. In a similar fashion in the future, "admissions" consolidators might purchase a block of open seats at an underenrolled college for resale to students in search of a low-cost higher education. Unthinkable? Several small companies already provide a similar service by recruiting foreign nationals as undergraduates for American colleges

TINCE PRESTIGIOUS, selective colleges have no vacant spots to sell, let's consider a variant. What if a resourceful lawyer or talent agency offered to negotiate, on behalf of students already admitted to a particular college, a special tuition rate or some other set of privileges and opportunities? By running advertisements promising "huge savings" in student newspapers or local newspapers, a broker might easily attract a clien-

At this point, it's fair to ask, Why would any selective college capitulate to what many surely would regard as highway rob-

Well, let's up the ante. Assume that these students, represented by an agent, shared one important characteristic-that, for example all were Merit Scholars or African Americans or valedictorians or athletes. Even so, it's still safe to assume that nearly every college would refuse to nego-

But what if just one did? Let's say a



"How about a sale . . . for some under-enrolled departments? Buy one course in anthropology, get another one free."

college just outside the top tier. And what if just one more followed suit? Could others, which were just as eager to recruit these very students, afford to remain on the sidelines? This is a problem that airlines, supermarkets, electronics stores, and other vendors face all the time. Should they match the competition? Should they guarantee that they will "meet or beat" the lowest advertised price?

Is this scenario preposterous? Well, a few colleges and universities already negotiate financial-aid packages with students based not on their family's needs but on the offers they have already received from other institutions. I know of one well-regarded liberal-arts college, for example, that lost six students who already had paid deposits for last fall. They went elsewhere after two other institutions that also had accepted these students contacted them in mid-summer to present enhanced financial-aid packages, a practice once considered taboo. The new packages exceeded their own initial offers and those of the institutions where the students originally planned to enroll. If some colleges are prepared to negotiate individually with admitted students, based on competitive offers rather than established need, might not some be prepared to negotiate collectively with an agent on behalf of a group of students?

Scenario No. 2 evokes the automobile industry, which now claims to be paying much more attention to quality. Among the most intently watched barometers of quality in the automotive sector are the customer-satisfaction surveys conducted by J. D. Power Associates. Using fees paid by the

manufacturers, J.D. Power polls new car owners, provides each company with the results for its product lines, and releases a list of the top 10 models in various categories of customer satisfaction. The manufacturers frequently quote the surveys' results in their promotional campaigns, so they must believe that the data have a persuasive effect on potential buyers.

TIGHER EDUCATION is a big-ticket item like automobiles. The outlay for one year at a pre-eminent private college rivals the cost of some luxury cars, and, because of the rapid rate of tuition increases at public institutions, the annual costs at a state university now approach the price of an economy model. Small wonder, then, that a cottage industry of producing quality surveys of colleges has blossomed, including those published by U.S. News & World Report, Business Week, and Money magazine. There is one key difference, however: None of these surveys measures customer satisfaction. (Although the U.S. News survey has a column so labeled, in fact, the magazine uses graduation rates as a proxy for student satisfaction.)

Just imagine if J. D. Power or some other outfit, like Peterson's or Barron's, decided to gather customer-satisfaction data from graduates of the 50 or 100 most expensive or most popular institutions. What if someone actually tried to determine whether students were satisfied and whether they and their parents thought the benefits were worth the expense?

As the costs of a college education escalate and as institutions strive to be clientcentered, I wonder whether such a poll can be far behind. If I am right and such a survey appears, what college would not want to be among the top 10? What president and dean of admissions would not pay J.D. Power for the data? I imagine that some institutions at or near the bottom of the list would lavish still more services and amenities on students to try to move up a few notches and thereby present a stronger case to prospective students. Would others not have to follow suit? With little effort, one can imagine customer-service agents, sporting blazers in the school colors, positioned all around the campus ready to remedy problems ranging from soft mattresses to surly bursars.

Scenario No. 3 is simple enough: sales. Retailers have sales all the time to move slow merchandise, to generate cash, and to gain market share, among other reasons. Colleges might have sales too and for simi-

lar reasons—for example, a "spring u mester only" sale on tuition to general enrollments to offset attrition at the endthe fall term. In a similar vein, some u versities already offer weaker applicaadmission during the summer when space are plentiful, but not in the fall when into ductory courses are overcrowded,

OPINION

How about a liberal-arts sale to stime late the market for some under-enrolled departments? Buy one course in anthro pology, get another one free. Some inside tions already charge higher tuition and fea for certain courses of study, supposed, because of higher costs, although one sur pects that the popularity of the program also plays a role in the pricing decisions

Make no mistake: The price wars already are under way. Right now, the batles are waged with the weapons of grant, loans, scholarships, and work-study job Why not add sales to the arsenal? No, will probably never have admissions of cers atop ladders at the campus gate changing the prices on large display boards, as gas station attendants do, but the price of a course, a semester, or adgree may become more and more a luntion of supply and demand.

VEN IF THESE and similar scenario come to pass, the well-situated of ✓ leges are likely to outlast the upstarts, weather the discounts of the despeate, and withstand the frills of the frage. However, as more and more colleges sucumb to market pressures to maintain en rollments, they probably will continue to ape and even outdo the commercial sector. As this happens, more students and paents will expect and invent market-likeer changes such as those I've delineated.

Most academics, I suspect, see such velopments as unseemly, but whose intoests does their revulsion really serve? h far as I can tell, academics, like otheron sumers, rejoice at the onset of a gas ward triple mileage for frequent flyers or doubt coupons at the supermarket. We reish? bargain, we welcome price competition Why should students and their parents k expected to behave differently when it comes to a college education?

By Claire L. Gaudiani

RECENTLY WITNESSED a scene

parents'-weekend ball at Con-

necticut College, after "Jumpin"

Jack Flash" ended and "Angel of

Harkm" began, the whole room re-

Sponded: 400 parents and students danced

he same dances, anticipated words and

beat. College students and their parents

danced enthusiastically to mutual favor-

ites: music by the Rolling Stones, Roy

Orbison, and the Eagles as well as Ham-

mer and U2. During the breaks, we all

talked about sports and the end of the cold

As someone who attended Connecticut

College in the 1960's and watches students

"up close" as a parent and a college presi-

dent, I believe young adults and their par-

ents never have had so much in common.

Maybe the cold war is over between the

colleges and universities to take advantage

of improved relations by negotiating a new

post-cold-war entente and inviting parents

lo participate in campus life much more

than they have since the early 1960's. A

new relationship among colleges, stu-

dents, and their parents can benefit all

Twenty-five years ago my parents und I

lived in the famous generation gap, divided

by politics, music, and attitudes about life.

The Vietnam War set young people against

their parents: We wanted peace, they

seemed to want war. They hated our music

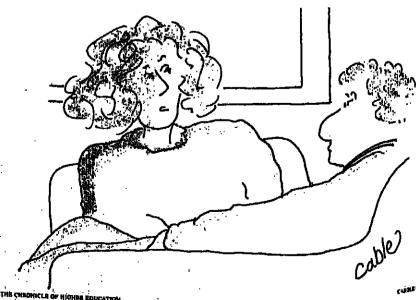
three groups,

<sup>ms</sup>. too. It seems an ideal time for

unimaginable 20 years ago. At a

If various new gambits are used to low the student consumer's cost (or at least slow the rate of increase) and thereby broaden access to a college education, should academics complain? Maybe we should embrace the trend toward amarket driven academy rather than yearn for the comforts of a casual cartel.

Richard Chait is professor of higher edir cation at the University of Maryland & College Park.



The graduate students thought it multiculturally significant that you added cilantro to the onion dip."



ate differently, dressed differently. The generations clashed over drugs, sex, and women's liberation, not to mention environmental issues and civil rights.

Now, with some parents going back to college to finish degrees or change careers, we share much more with our children than our parents shared with us. We appreciate our offspring's sensible responses to seminars on alcohol abuse, drug awareness, date rape, and safe sex. Both parents and children are interested in protecting the environment and agree that women and members of minority groups should have a fair shot at education, jobs, and professions. Nearly 60 per cent of the freshmen at Connecticut College rank parents and family members as the people they most admire (teachers are in second place; friends, third).

This narrowing of the generation gap has broad implications for colleges and univer-

HEN I left home in 1962, Connecticut College acted *in loco paren*tis, literally in place of the parent. Campus rules were strict, just like those at home. I had to be in by a certain hour, could not have boys in my room, had to wear a skirt to dinner. My parents expectand we hated theirs; we danced differently.

ed the college to monitor each step of my progress toward independence, just as they had tried to do when I was home.

After I graduated in 1966, the pendulum began to swing the other way. If young people could be sent to Vietnam to die for their country, it was said, they also should be able to vote and buy a beer. In the early 70's, many states lowered the drinking age; 18-year-olds got the right to vote. On college campuses, in loco parentis became sine parentibus-without parents. Dorm supervisors disappeared, along with their sign-out sheets, and dorms became coed. Gone also were class-attendance records, required course work, and, on some campuses, even grades.

In 1974, the federal Family Educational Rights and Privacy Act, known as the Buckley Amendment, made it more difficult for colleges to share students' records with their parents (even though the original intent of the law was to keep businesses and other third parties from gaining access to personal information about students). By the end of the 70's, neither parents nor college administrators were able to offer much direction to students, personally or academically, and chaos, under the guise of "freedom," reigned in the lives of many college kids.

dents suggested that pulling a beercan tab might be more dangerous than pulling the pin in a hand gre-

nade. Drug busts became more frequent. More colleges, including mine, began increasing students' involvement in campus governance and recognizing them as responsible partners in shaping the community's life. At Connecticut College, students began serving on search committees and on the Priorities, Planning and Budget Committee, which oversees our strategic planning. Student coordinators manage volunteer programs for the city of New London. The Alcohol Policy Committee, composed of faculty, students, and staff members, makes policies governing alcohol use on campus (in line with Connecticut's state laws). As the 90's dawned and he offspring of the children of the 60's began arriving at college, the culture of narcissism seemed to be dying out, and student volunteerism increased.

The mid-80's brought a natural

correction. States gradually raised

the drinking age back to 21, since

statistics on fatal automobile acci-

ow some universities think they can keep the "correction" going by rerunning the 50's. For example, Boston University has reinvented in loco parentis by dusting off strict dormitory rules, imposing quiet hours, and regulating when men and women can visit each other's dormitory rooms. Under pressure, many colleges have reimposed a policy of Continued on Following Page



OPINION

## The Charges of Hypocrisy Against the Academic Left

I am deeply offended by the accusation of hypocrisy made by Steven Watts in "Academe's Leftists Are Something of a Fraud" (Point of View, April 29). His claim that we "left-wing" academics have no realconnection with the causes we espouse, and no practical impact on creating solutions to these problems, is mere willful blindness. His analysis of poststructuralism and the people who teach it is not only "crudely put"; it is crudely understood.

First, Watts ignores the fact that a great many of us involved with poststructuralist criticism also have lives outside our offices and classrooms. When we are not teaching and writing, we are working with political and activist groups on a federal, state, local, and campus level. We advise student organizations, march in demonstrations, testify before legislative committees, and donate our time and services to community-support centers. I taught for six years in the poorest county in Indiana; my commitment to progressive politics arises from my knowledge and experience of social deprivation, not from my distance from it. As a gay man, my work with national and local gayrights and AIDS-action groups is not part of a rarefied theory; it is a fight for my life, and for the life of my

Second, and more importantly, how can Watts, as a teacher, ignore the fact that teaching is a form of political action? A few academic writers may spend all their time writing and going to conferences: most of us put in our hours with students. My students are going out into the world as future leaders in politics, business. law, medicine, and the arts. It is one of my primary responsibilities as a anyone believe that any textual lanteacher to make sure they have an guage holds forth an authoritative, embattled worker, is curious in the

Continued From Preceding Page

not serving alcohol on campus, even though dry cam-

puses don't teach responsible alcohol use, drinking

goes underground, and drinkers drive off campus and

try to drive back. Lawsuits have driven some cam-

and Harriet. Young people have lived through their

parents' divorces and their friends' bad drug trips,

They expect to share in decision making; many of

them are a lot more savvy than their parents were as

college students. Colleges cannot go back to in loco

parentis with these kids. The end of the generational

cold war, however, can open a new period for col-

leges, one we can call cum parentibus, in which par-

ents and their children work together on ways for

young people to complete the last stage of adoles-

OR PRIVATE LIBERAL-ARTS COLLEGES like mine

or for big state universities, this means that

with both parents and students. Although campuses

are constrained by the Buckley Amendment, some

institutions are encouraging parents and students to

discuss at home how the college can best foster a

supportive and still respectful connection between

parents and their children on campus. In some cases,

students, parents, and deans get together to talk

about issues such as dorm life and drinking poli-

At a President's Forum during our parents' week-

end, for instance, parents, students, and administra-

tors-a total of 500 people-discussed alcohol use on

campus. That discussion spawned a series of meet-

administrators must collaborate extensively

But today's young adults were not raised by Ozzie

puses to ban kegs, others to ban beer in cans.

understanding of the power dynam— univocal meaning on which all readies of the world they are going to inhabit, and a sensitivity to social and here covertly begs the question by cultural difference. Deconstructing postulating a sort of "standard" Moby Dick can't change the world, but the student who learns to think deconstructively can. If social injus- they "seem to mean" for all. Try tice is going to be relieved, the process must start on college campuses with the education of our brightest young people. That is why I

Are all of the members of the socalled "linguistic left" saints? Hardly. But to accuse postmodern scholarship of being all talk and no action is a critique substantially more shallow than that which Watts attributes to the left. Watts acknowledges that there are problems to be addressed in society. What has the political right done to solve them? ve them? SAM ABEL Assistant Professor of Drama

TO THE EDITOR:

To judge from pronouncements made against us, we deconstructionists are a slippery lot, difficult to place on the political spectrum. First we have a "Nazi connection" "Devastating Developments Are Hastening the Demise of Deconstruction in Academe," Opinion, November 28, 1990), and now we find that our poststructuralist activities form a hotbed of leftist intrigue.

My, but we do get around. Commentators with these various views seem unified, however, in their inability to say anything sensible about deconstruction. Steven Watts tells us that the essence of poststruc-

reader, such that what words "seem to mean" to that reader must be what reading Finneyans Wake with that attitude toward language. As for the unappealing nature of

poststructuralism for foreclosedupon small farmers and unemployed steelworkers, let me ask this: What kind of literary criticism ever did inspire joy in the general populace? The Old New Criticism? The myth criticism of Northrop Frye? Such of Watts's own favorites as the "cultural criticism" of Lionel Trilling? Since when did any form of critical commentary make itself the common parlance and everyday concern of steelworkers and farmers? Not that poststructuralism couldn't tell them a thing or two about the power-based linguistic swindles that contribute to their difficulties.

has become "elitist" in its "arcane and esoteric jargon," and as examples of this incomprehensible gabble that "befuddles most intellectuals, let alone ordinary citizens," he offers

The Cold War Between the Generations Has Ended ings among administrators, faculty members, and students that, in turn, will influence our campus regulations on drinking. The Alcohol Policy Committee decided to conduct an opinion survey concerning alcohol use on campus and is designing a questionnaire that will be sent to parents. Open discussions help all parties evolve a common understanding of the issues related to alcohol use, define the differences between use and abuse, and make the policies we adopt less

arbitrary and more likely to be followed. The narrowing of the generation gap also makes possible parents' involvement in campus intellectual life. At Connecticut College, an all-college reading list invites parents as well as students and faculty and staff members to read three specific books each sum- and historical consciousness (as mer. At the annual parents' weekend, authors give Watts seems to imply). They have by their betters. In other words, we lectures and then panels of parents, students, and become one of the resources for pofaculty members address important issues that they litical intervention by feminists, there will do with our texts what we encountered in their reading.

Above all, the end of the generational cold war gives us a chance to realize everything that we have in may have—in part—arisen through common with our children, to celebrate the importance of listening to young people, and to encourage Chronicle and Professor Watts demthem to seek advice from parents and college advisers onstrate—is not a way to find "a while still making responsible decisions for them- kinder, gentler academe" but rather selves. This improved communication can help foster a way to generate, perhaps perenniala realistic transition for students from family life to ly, the critical discourse that the artiindependence—a transition that respects where students have come from and where they are going, excoriates. DANIEL D. FINEMAN acknowledges parents as much more than tuition payers, and gives both groups a chance to "keep on

Claire L. Gaudiani is president of Connecticut Col- To the Editor:

Poststructuralism, Watts tells us, or to ignore it?

up such terms as "signifier." Are we to believe that there are, say, English professors unfamiliar with signifiers? Such people would be simply incompetent. Admittedly, poststructuralsm, like any specialized field, has its vocabulary; not everyone could be expected to be comfortable with terms like "aporia" or "parergon." But then are the fields of biology and chemistry "elitist" because they opturalism is that "words can never be erate with an uncommon vocabutrusted to mean what they seem to lary? Watts's argument, with its sinmean." Seem to whom to mean? Can gling out of poststructuralism to

a graduate student in the history department here at the University of Rochester. Whatever the so-called more than I am a Nazi. While I do not virtues of history and the sins of lindeny the applicability of poststructuralist insights to sociopolitical life, guistics, much of what Professor I do not go about holding forth to Watts says about the political quielism of linguistic leftists could just as steelworkers the promise of salvation through deconstruction. I am easily be applied to historians. "Insimply a certain kind of reader, opertellectual gamesmanship," an exclusive concern with "reputation, proating with a view of language as explosively plural and unstable. If that motion, and publication," and it way in which "larger claims of politic instability, as claimed in the extremes of discourse theory, extends cal revolution appear hypocritical, to the world-as-text generally, then given that the strident political critiwhich is better: to explore the notion cism of the dominant culture is coming from an enclave safely inside k," all pretty well summarize the reasons for dismny with my own discipline. I would add, dismay not just at histori-

WITHOUT BLISSFUL

was an amazing experience for meas

MHERE MOULT WE BE

FORGETFULNESS,

extreme. One wants to say shabby,

ment in The Chronicle's "Point of

cal bias aimed at a movement whose

spective bins in that he wishes the

The first bias, however, is totally at

ous editorial policy of The Chronicle.

informed, scholarly, interesting, and

theories have not, especially in Fou-

nized. While these social movements

theory, they have often ended in ac-

Professor of English and Comparative Literary Studies Occidental College Los Angeles

Reading Steven Watts's article

While every large movement must

DONALD R. BURLESON ans' indifference to political practice outside the university, but their increasing refusal to avail themselves Steven Watts's "Academe's Leftof public speech within it. . . . ists Are Something of a Fraud" is not Historians aren't committed to creating a political practice for themcalculated to engender rational reselves any more than are linguists or sponses: His sketch is too broadly and quickly painted to judge whether its misrepresentations are born of ignorance or brevity. The timing of this

literary theorists. Far more accurate than Professor Watts's conclusion is that of Linda Gordon in The Chronicle's recent article on the uses of disassault as well as its critical placecourse theory in history ("Debate Among Historians Signals Waning View" column are also curious since Influence of 'Discourse Theory' Out the attack so clearly betray's a politiside Literary Studies," April 22). While we debate these issues, she prime moments were over a decade said, we must keep in mind that all ago. The second oddity may be unnendemic professionals have become derstood by Professor Watts's retropolitically irrelevant. Like linguists and literary theorists, professions critical clock were rolled back 50 historians have their own rationals years to the age of Lionel Trilling. tions that make them feel they barts critical political embodiment ent odds with both the mission and previthough they don't. Once, when bringing the above arguments to bear on one of my professors, he offere have much to answer for-especially as a salve the same argument that in its third- and fourth-hand practi-Professor Watts makes: At least self. tioners-both Derrida and Foucault educated people outside the discihave contributed some of the most pline can read and understand history, while few even within the univerprovocative theories to the study of sity can fathom linguistic or literary language and culture. Further, these theory. I don't find that reasonable compensation for graduate studen cault's case, been without political being educated to political quietism

> The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle o Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a day. time telephone number.



are 100 depoliticized and bureaucrat-Rally domesticated to do with them ourselves, here in the university? LAURA GRAHAM Oraduate Student of History University of Rochester Rochester, N.Y.

Academic group rejects conservative label

TO THE EDITOR: In your article "2 New Groups to Organize the Academic Left Against Conservative Scholars and the NEH" (April 22), your correspondent describes the University Centers for Rational Alternatives us a "conservalive academics' group." This is an utterly spurious classification for an association founded in 1968 by the late Sidney Hook, a disciple of John Dewey and a noted Marxist scholar. who was assisted by a circle of concerned friends that included the thenprofessors, later Senators, Samuel 1. Hayakawa and Daniel P. Moynihan. as well as Zbigniew Brzezinski and Heary Kissinger, Paul Kurtz and Milton Friedman, and Paul Seabury and Paul Oskar Kristeller.

The non-partisan tradition continues now, 25 years later, with such scholars and educational leaders as Oscar Handlin, Daniel J. Boorstin John Searle, Clark Kerr, and Albert Shanker supportive of UCRA's work. Defenders of academic freedom are as needed today as they were during the turmoil of the 60's... Our critidismins are in behalf of that academic freedom and integrity and sometimes may even be directed against those who display a democratic or liberal

Such criticism, however, does not automatically imply that the critic is undemocratic or illiberal or any other opposite of what is criticized. (For example, it was the sps-Students for a Democratic Society-of the 60's and beyond that was undernocratic in the usual sense of that word.) The critic may act simply as a watchdog against transgression ratherthan as a political partisan. This is what ucra has been doing over the years. Indeed it does not enjoy the support of what are considered "conservative" foundations. Reporters should put facile labeling aside. They thould, instead, convey information adlet the readers decide the nomen-

MIRO M. TODOROVICH Executive Secretary
University Centers for Rational
Alternatives Inc.
Professor Emeritus of Physics
Bronx Community College
City University of New York
New York City

The hopes and failures of reauthorization

TO THE EDITOR:

The article "College Officials Say Politics and Budgetary Constraints Have Doomed Reauthorization Bill's Promise of Reform" (April 22) helpnancial-assistance policy—far execeded the actual content of the House and Senate bills.

The reauthorization of high expectations and only modest delivery unlerscores the problem that the federa government has in developing and propriately be considered and dedling long-term policy for higher ducation. The fact that the federal Sovenment has no policy blueprint new policies frequently succumb to for federal financial-aid policy has as the budgetary, and lobbying pres-

a former editor on The New York Times op-ed page, in the April/May issue of Lingua Franca

The heroic martyr has no self-interest at stake, only morality and justice. In such discourse, the University of Pennsylvania is the equivalent of the University of Peking under Red Guardianship; the American Mind has closed as tightly as a rattrap; or, more parochially, a new department chair is the Fifth Horseman of the Apocalypse. I have so tamed my Utopianism that I no

longer believe that educators will be more reliably good than any other human group; but this fearful, infantile, and paranoid badmouthing greedily eats away at our mutual -Catharine Stimpson, dean of the graduate school and vice-provost for graduate education

TOR A RENEWED ETHIC of professional-

rism to work, academics must relinquish

the delights of a certain behavior. . . . As I

recognize how sharply I dislike this behav-

ior. I realize that I have been a dean too

long and have experienced too much of it-

in every division and discipline, about any

issue, be it multiculturalism or office space.

This behavior sports a melodramatic, bel-

ligerent, self-serving hysteria, in which a

person claims . . . that the gravest of princi-

ples are at stake and that this heroic martyr

is willing to defend them valiantly against

the lowest of slimes, hypocrites, and

at Rutgers University, in a speech at the annual meeting of the American Association for Higher Education

A AYBE I SHOULD TELL YOU that there is Manother reason why academics have such a hard time getting their articles published on the Op-Ed page, even over long Christmus weekends. . . . Academic writing stinks.

I'm sorry. I know it doesn't stink to fellow academics. I'd even be willing to admit that, in a parallel reality, it qualifies as great. Personally, I think Ludwig Wittgenstein was a literary genius. But the fact is that most newspaper editors would rather be stranded on a desert island with nothing but a list of the active ingredients in Sinutab

to read than so much as glance at another piece of academic prose. Perhaps it's that academics don't realize that those little bits of incomprehensible jargon that keep turning up in their work are kind of creepy. "The gaze," "cmbeddedness" and "discontinuities of discourse" are words and phrases that, like clammy-handed zombies. drag an editor into a swamp of meaningless--Kathleen Quinn.

MÉLANGE

Melodramatic, Belligerent, Self-Serving Hysteria; Academic Writing;

Global Housekeeping; Colleges' Duty to Students; a Requiem for Marx

THE CRISIS in waste generation and dis-L posal can be captured in succinct housekeeping terms. We are in this mess because men have never learned to clean unafter themselves. Building nuclear power

plants without provision for nuclear waste disposal is like building a house without a bathroom. If this housekeeping view of pollution has truth to it, then we must insure that the enormous global activity of women to preserve life on earth does not reduce to global housekeeping after men, their governments and companies, who do not know and do not want to know how to clean up

after themselves. -H. Patricia Hynes. founding director of the Institute on Women and Technology at the Massachusetts Institute of Technology, in a speech at the College of Wooster

DESPITE colleges' true concern for students' development and the quality of student life, when colleges are asked to assume some accountability for their efforts in courts of law, our lawyers exclaim: "We have no legal duty to our students, except to provide them with an education." . . .

Most disturbing to me is that in cases raising issues of students' safety and wellbeing, we have fought against being held accountable even for campus security or for enforcing a standard of civility on campus. We have demonstrated to courts that we

do, in fact, make significant efforts in those areas. But when we fall short, we do not argue that we did our best or, in legal terms, that we "exercised reasonable care" in enforcing policies and in monitoring the behavior of fraternities, other student organizations, individual students, or outsiders on campus. Rather, when injury occurs, we argue, "We have no duty to our students in such matters!" We claim that our relationship with our students is "educational, not custodial."

Although it has been my job to articulate such arguments to courts, I now have the luxury of professorial reflection upon the inherent validity and fairness of this notion of "no duty," and I find it wanting. I believe that fundamental legal doctrine supports the idea that, although our relationship with our students is not pervasively custodial, it is certainly more than just educational. However we characterize our legal relationship with our students, basic notions of tort law support the idea that we are accountable for our conduct where it is a legal cause of injury to students.

-Robert D. Bickel, professor of law at Stetson University, in a speech at the National Conference on Law and Higher Education

TOR THE SUFFERING OF Karl Marx the rexile, we can feel compassion; for his elaborate theoretical system, benign doubt and perhaps selective approval; for the abominable practices instituted in his name, loathing. A requiem for Marx cannot ignore the iniquities of his offspringprophets and messiahs must share the blame for the excesses of their followersbut the banner that he unfurled need not be interred with his bones. Even a skeptical utopian like myself can still believe in the worth of the guiding principle: from each according to his abilities, to each according -Frank E. Manuel, to his needs.

university professor emeritus at Brandels University. in the spring issue of Daedalus

much to do with the "lackluster" nature of this reauthorization as the heavy lobbying that has taken place against certain proposed major re-

Developing comprehensive solutions to the problems facing the current financing system is not an easy tusk. Questions regarding the affordability of higher education are frequently confused with programmatic interests that shift the focus away from the needs of students, families, institutions, and society over all, and points out the problems that more toward the needs of the probave occurred during the current grams' administrators. This shift in Higher Education Act reauthorization. The expectations for this reauvization—expectations that were in which policy choices are actually raised by the political leaders and analysts who actually fashion federal fi-

rent programs. If some fundamental goals for fedbated. However, without such a framework, discussions surrounding

sures that are discussed in your arti-

There is an effort under way to circumvent these pressures and seek new ways of addressing national needs for long-term policy related to paying for college. The National Commission on Responsibilities for Financing Postsecondary Education, which first began its deliberations in February of 1991, is an independent agency of the federal government that was originally authorized during plement current financial aid policy, the 1986 Higher Education Act reauation. Its two-year mission is to the commission's final recommendadevelop recommendations for longterm restructuring of the current system that finances postsecondary edu-

The commission's nine members represent a broad spectrum of professional backgrounds and educational interests. . , . Several members teach at the collegiate level. The commission's executive director is Jamie P. Merisotis, a respected analyst ... who has written widely about financing policy in general and

student assistance in particular. The commission represents the most comprehensive effort to take a long-term, reflective view of national

Commission on Higher Education's landmark 1973 study "Higher Education: Who Pays? Who Benefits? Who Should Pay?" Unlike the Carnegie Commission, however, the National Commission is a creation of the federal government. The imprimatur of federal sponsorship, combined with its complete independence from the Congressional committees and federal agencies that develop and im-

financing policy since the Carnegie

leadership and the President sometime in February of 1993. It may in fact be too late for "radical change" during this reauthorization. Nevertheless, it is not too early to learn the lessons that this process has taught about the development of long-term, comprehensive policy for postsecondary education. If planning begins now, the opportunities for meaningful change in the future will

should add considerable weight to

be delivered to the Congressional

 LESLIE KOLTAI
Professor of Higher Education
Administration be realized. University of California at Los Angeles
Los Angeles

Hobe for academe's 'lost generation'

Scott Heller's story in the April 15 Chronicle ("A 'Lost Generation' Scholar of American Poetry Ends His Long Odyssey for a Place in Academe") about Edward Brunner's success in securing a full-time teaching post at Southern Illinois University is inspiring. Until I read Scott Heller's article, I was under the impression, believe it or not, that I was one of a small number of Ph.D.'s who finished their degrees in the humanities in the 1960's or early 1970's who have never found full-time academic posts. Apparently there are hundreds, possibly thousands, of members of academe's "lost generation."

Thanks to Scott Heller's story about Dr. Brunner's success, 1 am encouraged and emotionally strengthened and will continue my search for a full-time position in the academic community.

S. ROBERT POWELL
Adjunct Instructor of Humanliles
Pennsylvania State University
Worthington Scranton Campus
Dunnare. Pa.



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# A Drawing by Michelangelo; a Choir Festival in St. Petersburg

By Zoë Ingalls

ICHELANGELO BUONARROTI, The great Italian Renaissance artist, was "mean" when it came to drawing paper, often covering both front and back with multiple images to save buying more, says John K. G. Shearman, a professor of fine arts at Harvard Universi-

His stinginess has worked to Harvard's advantage, as it turns out. Conservators recently removed the backing from a Michekingelo drawing in the university's collection and discovered an unknown drawing by the artist on the back.

The drawing is a design for a sarcophagus for the tomb of Giuliano and Lorenzo de' Medici in Florence's Church of San Lorenzo.

The discovery is significant to scholars for two reasons. It "allows us to suggest a date for the drawing on the front-about 1523 or '24—which we didn't know," says Mr. Shearman. Also, he adds, it provides a record of a previously undocumented stage in the design of the tomb that, along with the better-known "David" and "Pietà" is one of Michelangelo's greatest sculptural works.

The newly discovered drawing is displayed for the first time, with three other Michelangelo drawings, in an exhibition that runs through May 24 at Harvard's Fogg Museum of Art.

Entitled simply "Michelangelo," the exhibition also includes 19th-century plaster casts of three major sculptures, "Night" and "Day" from the Medici tomb and



Conservators recently removed the backing from a Michelangelo drawing (left) and discovered the artist's design for a sarcophagus (right).

"The Dying Slave"; drawings by Michelangelo's followers; early biographies of the artist: an Italian Bible from 1490 containing woodcuts that Michelangelo consulted in planning the paintings for the Sistine Chapcl; and documents in the artist's hand concerning the construction of the Medici

The exhibition was mounted in conjunction with a core-curriculum course on Michelangelo presented this semester by Mr.

The Last of the Pennsylvania German Potters

Shearman and Stefan Wolohojian, a teaching fellow.

The overriding purpose of the course is to introduce students to "the acquisition of knowledge and how we use it to interpret and understand," Mr. Shearman says. The exhibition dovetails nicely with the instructors' goals, he continues, and the newly discovered drawing is a good example of the neatness of the fit.

"It shows them something about knowl-

edge that it's important for them to knowthat what they take to be determined is actually provisional."

Camptown ladies sing this song, Doo-dah, doo-dah. Oh, doo-dah day.

TEPHEN FOSTER might seem out of Splace at the prestigious St. Peter-burg International Choir Festival. which acts as host to Europe's finest professional choirs. You'd expect Handel, perhaps, or Bach. But for William A. Wy man, director of the Nebraska Wesleyan University choir, the choice of "Camptown Races" for his group's concert is a canny assessment of what Europeans like to hear when Americans perform.

"A foreign audience wants to hear the things that are uniquely American." k says. It's an assessment based on expenence: During his 18-year stint as director, Mr. Wyman has led the choir on concert tours of Europe and the Orient.

This is the choir's first trip to Russia, and they are the first American choir and one of only a few amateur organizations invited to perform at the St. Petershung festival. The choir of Luther College gave an impromtu performance last year.

In all, six choirs will perform at the concert this week. Each will be featured for one day of the festival, and then, on the last day, all six will sing together the "Missa Oecumenica," by Alexander Gretschaainov. The performance will be televised throughout the former Soviet Union.

The Nebraska Wesleyan University choir will sing other American music is addition to "Camptown Races," ranging from "Swing Low, Sweet Charlot" to "Passing of Winter" by Edwin Fissinger, as well as an eclectic assortment of more classically oriented pieces, including "Exsultate Iusti In Domino" by Juan Gutter rez, "Quatre Motets Sur Des Themes Gregoriens" by Maurice Duruffé, and "Sk Chansons" by Paul Hindemith.

After leaving St. Petersburg, the chole will take the "Camptown Races" to Man cow; Vienna; and Brno, Bralislava, and Prague in Czechoslovakia.

Camptown racetrack's five miles long.

ty-Third Street, N.W., Washington, DC 20037. Special delivery or express mail: Bullein Board, The Chronicle of Higher Education. Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037. HOUSING SERVICES

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Texas 12, 14-16, 18-20, 26, 28, 32, 34, 38, 39
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Vermont 36
Virginia 12-15, 18, 21, 25, 27, 30, 33, 34, 36, 39
Washington 12, 18, 22, 26, 28, 31

Washington 12, 18, 22, 26, 28, 31 West Virginia 7, 8, 14, 27, 29, 31, 36 Wisconsin 12, 20, 30, 31 Wyoming 28

An exhibition of works by Jacob Medinger, the last of the Pennsylvania German potters, is on display at Ursinus College through June 28. "The Life and Works of Jacob Medinger: Pottery From the Collection of Ivan W. Hess" com-

prises redware, hollowware, incised earthenware, and pottery decorated with sgraffiti. Medinger, who died in 1932, used traditional techniques, but he also perfected a method of blending green and brown slip colors that was his alone.

ASSOCIATE PROFESSOR IN

EARLY CHILDHOOD

(Tenurable)

QUT is one of Australia's newest and largest universities operating on the campuses with 23,000 students.

Qu'il is one of Australia's newest and largest universities operating on the campuses with 23,000 students.

The faculty of Education consists of seven echools: Cultural and Professional Studies; Early Child-Policy Studies; Curriculum and Professional Studies; Early Child-Policy Studies; Curriculum and Professional Studies; Early Child-Policy Studies; Curriculum and Professional Studies; Early Childhood provides Environmental Education. The School of Early Childhood provides teaching and supervision at the preservice and postgraduate levels teaching and supervision at the preservices and studies. At the preservice level, the School provides preparation for work with children 0-8 vice level, the School of early childhood settings which include day care, kindergaryeas in early childhood settings which include day care, kindergaryeas in early childhood settings which include day care, kindergaryeas in early childhood (CASEC) is attached to the School. CASEC provides in offered by the Faculty of Education. The Centre for Applied Studies in offered by the Faculty of Education. The Centre for Applied Studies in offered by the Faculty of Education. The Centre for Applied Studies in offered by the Faculty of Education. The Centre for Applied Studies in search infrastructure support for individual and team projects, supervision of postgraduate research and coordinates consultancy and continuing education programs.

The appointee will contribute to development of the School through academic leadership, supervision of postgraduate students, teaching and seearch. The appointee will also assume responsibility for the administration and continued development of CASEC.

Women are under-represented at QUT at this level, therefore suitably quillied women are encouraged to apply.

QUALIFICATIONS/8KILLS: Applicants should meet the University critical for appointment as associate professor and should have a higher relation to early childhood is also required. Relevant experience in working with young children would be an advantage

strong experience teave and strucy assistance.

FURTHER INFORMATION: Duty statement and selection criteria for the ostilion and information on the University are available from 0UTs Personnel Department, telephone 61 7 864 3745, facelmile 61 7 884 3986 or small k.fox@qut.edu.au. For further information on the position contact Professor Gerald Ashby on 61 7 864 3168 or facelmile 61 7 884 3989.

61 7 884 3989.

APLICATIONS: Applications should quote 246/92 and include evidence of academic qualifications, experience, and teaching evaluations by the names, addresses, telephone, and facaimite numbers of the professional referees. Applications should address the selection crists and reach the Personnel Director QUT Locked Bag No. 2 Red Mathematical Community Employer.

### UNIVERSITY OF ZIMBABWE APPLICATIONS ARE INVITED FOR THE FOLLOWING POSTS:

PROFESSORSHIP

Department of Physiology
Applicants should be merically qualified and experienced Physiologists of established international reputation in any field of Human Physiology, including Cardiovascular or Neuro Endocrine Physiology.

The successful candidate will give academic featership over a wide range of disciplines as well as participate in teaching and developing his/her own research programme.

LECTURESHIPS/SENIOR LECTURESHIPS/ASSOCIATE PROFESSORSHIPS

Department of English
Applicants should possess an MA or DPhil in the relevant field. The successful candidate will be expected to teach courses on Afro-American, Caribbean, and African Literatures

Department of Modern Languages (French Section)
Applicants should have a postgraduate qualification in one of the following areas of specialization: Francophone Literature, 1 fifth/19th Century French Literature or Translation/Interpretation and be proficient in the French Language and Literature at University level. The successful candidate will be expected to teach courses in bull language and literature.

Department of Teacher Education
Applicants should have at least a Master's degree or preterably a Ph.D. in Music with specialization in Music Education or Ethnomosicology. Experience in teacher education or related experience will be an advantage. Proference will be given to applicants who are competent to teach at B.Ed. or Diploma level in three or more of the tellowing areas: Theory of Music, Teaching Methods in Music, Choral Trathing, Organology, Music History and Appreciation with emphasis on Zimbabwe. The successful candidate will also be expected to assist in curriculum development work with teachers' colleges.

Department of Mechanical Engineering (2 Posts)

Applicants should have at feast a second degree in Mechanical Engineering, sufficient industrial experience to give them full membership of a recognized professional body and at least three years' experience in University teaching and researchiconsultancy experience. The successful candidates will teach and supervise research projects in at least two of the following areas: thermodynamics; process engineering and fluid mechanics.

Department of Pathology (3 Posts)
Applicants must have as good medical or scientific degree with relevant experience in Chemical Pathology. The strikessful candidates will teach and carry out research.

Department of Community Medicine (2 Posts) Post A: Applicants should be medically qualified ductors with post-graduate qualifications in Epidemiology. Preference will be given to applicants with teaching experience in a developing country. The successful candidate will teach Epidemiology and related subjects to Medical Post Basic Nursing and other students, develop curricula, participate in the development of a post-graduate training programme in Public Health, initiate, support and

Post B: Applicants should have at least a post-graduate qualification at Master's or MPhil level in Health Education and a professional qualification in a health-refated field. They should have at least five years' experience in health education practice, research, and training in developing countries.

Intilitute of Continuing Health Education
Appointment will be a joint one between the institute of Continuing Health Education and the applicant's parent
Department. Applicants should have a good first degree in Medicine or Basic Medical Sciences and higher
qualifications in their areas of specialization. Experience in administration, Continuing Medical and Health Educa-

Department of Nursing Science
Applicants should have a Master's degree in Nursing specializing in Medical/Surgical Nursing or Maternal Child Health or Community Health Nursing. At least three years' varied clinical experience in Africa will be an added advantage. The successful candidate should be competent to teach a variety of BSc Nursing courses and supervise Clinical Practice.

Department of Obstetrics and Gynaecology (4 Posts)

Posts A, B, and C: Applicants must be medically qualified with post graduate qualifications in Obstetrics and Gynaecology. The successful candidate will teach undergraduate and M.Med. students. They will also be expected to undertake specialist clinical service, carry out research and help in the Referral Maternity and Gynaecology Call

Post D: Applicants must have at least a Masier's degree or equivalent in Human Reproduction. They must be registered medical scientists with a sustained record of research into reproductive health problems. The successful candidate will teach fundamental reproductive epidemiology, pathophysiology, and conduct research. Department of Biological Sciences

Rangeland Ecologist: Applicants should hold a Ph.D. in an appropriate discipline or have equivalent research experience. Experience in trupical or subtropical rangelands, preferably with an emphasis on ecosystem level prucess affecting ecosystem structure and functioning, will be an advantage. The successful candidate will be expected to contribute to general undergraduate teaching, post-graduate course work programmes, particularly the MSC programme in Tropical Resource Ecology and to supervise MPhil/DPhil students in Plant and Soil Ecology.

Department of Geology Post A: Hardrock Geologist. Applicants should have a higher degree with specialization in structural geology, structural petrology and/or fluid inclusion research. They should also be able to pursue an active research programme in the area of geology relevant to Zimbabwe, preferably involving a substantial field-based component. The successful candidate will be expected to teach undergraduate geology courses, introductory geology courses to other departments, supervise higher degree students and participate in undergraduate field trips, all of which require a high level of physical kiness.

Institute of Mining Research Institute of Mining Research

Post A: Economic Geologist. The post is tenable for two years, Applicants should have a good honours degree in Economic Geology and should be familiar with the petrology of layered igneous deposits. Preference will be given to candidates with experience of chrome mines in Southern Africa. The successful candidate will join a multidisciplinary research team investigating all aspects of the major chromite reserves associated with the Great Dyke.

Post B: Minerals Economist. The post is tenable for two years. Applicants must have an honours degree in Earth Science or Economics with a good grasp of Mining. They must also be proficient in computerized database management and the use of ore deposit modelling software. The successful candidate will carry out feasibility studies of mineral properties, using standard computer techniques.

Post C: Pyromotallurgist. The post is tenable for two years. Applicants should have a first degree in Metallurgy or Chemical Engineering. Membership of an appropriate professional institution would be an advantage. The successful candidate will undertake research in chromium and ferrous pyrometallurgy with special reference to stainless steels.

Department of Political and Administrative Studies

Post A: Applicants should have at loast a Master's degree in Political Science, preferably with specialization in Political Theory and/or qualifications in international Law/International Economic Relations. The successful candidate will each international Relations at post-graduate level as well as supervise dissertations.

Post B: Applicants must be holders of LLB Degree. The successful candidate will teach Constitutional and Administrative Law to undorgraduate students.

RESEARCH FELLOWSHIPS/SENIOR RESEARCH FELLOWSHIPS

Department of Pharmacy
The post is tenable for three years. The research project will be carried out in a Municipal Health Department.
Applicants must be qualified pharmacists with experience in running public sector pharmaceutical services. The successful candidate will be responsible for procuring, proper storage and distribution of pharmaceutical products and medical equipment, identifying and designing research projects aimed at solving pharmaceutical supply and utilisation problems. He/she will also be involved in guiding pharmacy students in carrying out practice-based

Both permanent and short-term contracts are offered. Persons who are not Zimbabwean citizens may be appointed only on a short-term contract basis for an initial period of two years. Short-term contracts may be extended. Six copies of applications giving full personal particulars which should include full name, place, and date of birth, qualifications, employment and experience, present salary, date of availability, telephone number and names and addresses of three referces should be addressed to:

University of Zimbabwe P. O. Box MP 167 Mount Pleasant HARARE

Telegrams: UNIVERSITY Telex: 26580 UNIVZ ZW Fax: (263) (4) 732828

Overseas applicants may obtain application forms by writing to Ms. Anito Johnson, Programme Development Officer, Division of Education, The African American Institute, 833 United Nations Plaza, New York 10017,

SALARY SCALE		Medicine/Veterina
Engineering (Including P	rofessional Supplement)	Lecturer
Lecturer	Z\$43,416-Z\$57,276	Senior Lecturer
Senior Lecturer	Z\$58,728-Z\$63,120	Associate Professo Professor
Associate Professor Professor	Z\$66,108-Z\$69,336 Z\$70,020-Z\$73,992	Research Fellow
Non-Medical		Grade II
Lecturer	Z\$40,056-Z\$53,916	Grade i Senior Research F
Senior Lecturer .	Z\$55,368-Z\$59,760	
Associate Professor Professor	Z\$62,748-Z\$65,976 Z\$66,660-Z\$70,632	The closing date f

Z\$46,7\6-Z\$60,576 Z\$62,028-Z\$66,420 Z\$69,408-Z\$72,636 Z\$73,320-Z\$77,292 Z\$24,324-Z\$27,924 Z\$28,896-Z\$32,484 Z\$36,636-Z\$42,420 The closing date for applications is 10 June 1992.



### LECTURER (THEATRICAL PROPERTY MAKING)

This post requires advanced skills and experience in props design and construction. postholder will be required to teach and develop curriculum for Diploma, Advanced Diploma and Degree level courses within a well-equipped institution devoted to professional training. Responsibilities include the ordering of materials and equipment and area budgeting, serving or faculty committees, planning and teaching some interdisciplinary courses, and developing student internship liaison with the Hong Kong arts community.

Applicants for the post should have the following:

opplicants for the post should have the following.

Significant professional experience in theatre/opera. Film/TV experience is an advantage. Ability to do both classroom and workshop based teaching.

Preference will be given to candidates with the following:

- Experience in large scale props, sculpture, animatronic/mechanical props. Experience with welding is an advantage. Ability to teach elementary scenic construction. Computer literary.

- Tertiary level qualifications and teaching experience.

Starting date 17th August 1992.

**CONDITIONS** 

Salary scale is from HK\$20,320 to HK\$25,565 per month (Subject to review). Starting salary is according to experience and qualifications. Generous fringe benefits include provision of accommodation, medical and dental benefits, children educational allowances and vacation

Appointment to the above post will normally be on an agreement from two to four years duration inclusive of leave. A gratuity equal to 25% of the basic salary earned during the period of the agreement will be paid upon satisfactory completion of the agreement. The standard rate of income tax in Hong Kong is currently 15%. (The exchange rate is about HK\$7.8 to US\$1)

Details of the post and application forms can be obtained from: Head of Administration and Personnel The Hong Kong Academy for Performing Arts GPO Box 12288, Hong Kong or by FAX (852) 802 4372, TEL (852) 584 1568

Closing date for application is 12th June 1992.

### UNIVERSITY OF UTAH COLLEGE OF NURSING

Tenure track faculty position available in NLN accredited College of Nursing offering B.S. M.B. and Ph.D. programs. Sesking candidate for full-time position in maternity nursing. Position requires M.B. in Nursing and Doctorate in Nursing and Doctorate in Nursing and Doctorate in Nursing experience required. Application deadline le May 22, 1992, or until qualified applicant is identified.

integral part of dynamic Health Sci-ences Center. Excellent fringe bene-fits. Equal opportunity employer. Address inquiries to Dr. Linds K. Amos, Dean, University of Utah Col-lege of Nureing, 25 South Medical Drive, Salt Lake City, Utah 84112.

### ROSS UNIVERSITY **Academic Posts**

Invites nominations for faculty appointment to the following department in its School of Medicine:

Neuroscience Beautiful tropical location in The Caribbean. Excellent tax benefits. Send CV to:

Dr. Robert Ross Search Committee Ross University 460 West 34th St. New York, N.Y. 10001

Administrative Science: One tenure track position asticipated in Management. Candidates should be able to teach in two of the following areas: international business, general management, operations reasers, and production management. Pacarch, and production management will include completion of terminal desteo. Rank and salary dependent upon academic preparation and experience. Submit letter of application, comprehensive resurds and transcripts to Professor Curde Anderson, Department of Administration Science, College of Business Administration, Carion, Pengylamia 19214. The screening of applications will begin on lane 1, 1997. Clarico University is building a diverse academic

### Minnesota State University Akita

DIRECTOR OF RECORDS AND SPECIAL PROGRAMS

The Minnosota State University System, Office of the Chanceles, invites applications for the position of Director of Records and Sycial Programs at the System's Akita Campus, Yuwa-machi Akita Profecture, Japan.

The position will provide support to the Office of Academic Affairs with special reference to Student Registration and Institution Records and to direct special programs of the university Respectibilities will include registration of students, maintenance was dent and academic records, development of self-study and assessment programs, development of summer and special programs, and coordination of Continuing Education Program.

Required Qualifications: Master's degree and one to three yeard administrative experience in an institution of higher education. Preferred Qualifications: Specialization in TESOL at the paster's level; working knowledge of computers; practical fluency in special papanese.

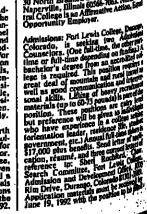
Letter of application, résumé, and three latters of reference should be submitted so they are received by June 15, 1982. Mail is

Dr. Ruth Forsythe Minnesota State University System 555 Park Street-Suite 230 St. Paul, MN 55103

Salary range is set by bargaining unit with a range of \$27,58 \$42,150 plus 25% overseas supplement, housing, and other bentits. Salary will be commensurate with education and experient Appointment to be made by June 25, 1992, with position beginning September 1, 1902.

An Equal Opportunity Educator/Employer. Women and minor ities encouraged to apply.

Administrative Services: Director of Administrative Services: Responsible for the physical plant operation, facilities planting, administrative services, personnel management, institutional research, and other administrative assignments as needed. Ph.D. desirable. Experience and/or training in higher education administration highly desirable. Applications, credentials, transcript, etc., plus 3 letters of recommendation to: Dr. William K. Simonns, President, Glenville State College, Glenville, West Virginia 26351; (304) 462-7361. Position open until qualified candidate chosen. EOS/AA. Minorities encouraged to apply.





### PROGRAMME OFFICER YOUNG CHILDREN AND THE FAMILY

The Aga Khan Foundation promotes suchal development, primarily in low-icome countries of Asia and Africa, by funding projects in education, beilth, and rural development. AKF wishes to recruit a Programme Officer with an especial interest in improving the welfare of children of pre-school age and children—particularly females—not served by conventional shoots.

Regulard qualifications for this post include (1) an advanced degree, probably at doctoral level, 12) at least five years' experience in the design and magament of education projects, preferably in East Africa or South Asia, and preferably with NGO's, (3) ability to work effectively as a member of a cost-cultural and inter-disciplinary team, (4) ability to speak and write English with 'mother tongue' (luency, and allowe all (5) ability to conceptualize, dentity, plan, and monitor experimental projects in a creative manner, toperience with programmes which target women's special needs would be a further asset.

This is a permanent appointment based in Geneva, but requiring substantial taxel. The starting date is October, 1992. Remuneration is competitive, based on age, qualifications, and experience.

Applicants should send a full curriculum vitae and names of three referees to the Director of Education Programmes, Aga Khan Foundation, P. O. Box 435, 1211 Geneva 6, Switzerland (fax 4122 736 0948) as quickly as possible.

coad. The position requires extensive remaint used and telemarketing activities and could require some evening and return some evening and tenon countries with full health benefits, injected candidates should send a little of application and a resumd listing application and a resumd listing application and a resumd listing application of a resumd listing application of the list of application of the list of applications. University of the change of the list of applications and tender that the list of applications and tender that the list of the list of

Advisions Director of Admissions. Michael Size University College of Human State University College of Human State University College of Human State University College of Human States as the State of States Director of Admission, who as the surpression state; comfortable interacting with constitute running from applicants and states that the state of the state of States of

Action, Equal Opportunity Institution.

Admissions: Mount Holyoke College, Sendor Associate Director of Admissions. Mount Holyoke College, one of the nation's premier and oldest liberal arts colleges for women, and within ten miles of the other four members of the Five College Consortium: Amberst, Smith, Hampshire and the University of Massachusetts located in the Connection River Valley of Western Massachusetts, is seeking applications for the position of: Senior Associate Director of Admissions. The Senior Associate Director of Admissions. The Senior Associate Director, oversee and develop the admissions research program, oversee and coordinate the admission of transfer students and develop and implement new marketing strategies. Other responsibilities for the Senior Associate Director include participation in all aspects of recruitment, evaluation, and selection of the first year class including travel, interviewing and contact with Mount Holyoke alumnae representatives. Candidates should have at least 5-7 years increas-

by fuly 1, 1992. FLC is an AA/EEO employer.

Manufacture The University of the Ozarks stets as admissions officer for entry-level protects as admissions officer for entry-level with excellent writing skills and ability to template anyonet quickly and easily with the state. Responsibilities include contact the of vibrations responsibilities include contact the of vibrations will prospective students through high the position requires extensive for this job). MSU is an Affirmative Action, Equal Opportunity Institution.

minican tradition. Send letter of application and resume to: Louise Coulson, Director of Uodersaduste Admissions, Barry University, 11300 NE 2 Avenus, Miami Shores, Florida 33161. Raview of applications will commence upon receipt and continue until position is filled.

Admissions: Admissions Counselor. Bachelor's degree. People-oriented with proven 
communication akills. Minority applications encouraged. Send letter, returns, 
transcripts and references no later than 
June 5, 1992 to: Dr. Ervin Wood. Station 4. 
Livinaston University. Livinaston, Alabarna 35470. EOE.

barne 35470. BUE.

Admissions: Assistant/Associate Director of Admissions. Co-educational, 6-12 boarding school located one hour south of Mining school located one hour south of Mining school school beautiful above 12 month position. Responsibilities above 12 month position. Responsibilities above 12 month position. above 12 inquiry follow-up, application reinclude inquiry follow-up, application review, interviewins, turee weeks of invei,
and complete responsibility for financial
aid program. Experience in one or more of
the above areas at the secondary school
level is preferred. A letter of application,
résumé, and tures references should be forwarded by June 12 to: Phillip Trout, Director of Admissions, Shattuck—25; Mary's
School, P. O. Box 218. Faribault, Missatota 53021.

香 港

Closes: I August 1992.

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THE UNIVERSITY

OF HONG KONG

**FACULTY OF LAW** 

**Lectureship in Professional Legal Education** 

Applications are invited for the post of Lecturer in the Department of Professional Legal Education to be filled as from August 1993. The faculty of Law contains a Department of Law (for undergraduate studies leading to the LLB degree and a Master of Laws (LLM) programme) and a Department of Professional Legal Education (for practice-oriented studies leading to the Postgraduate Certificate in Laws, undertaken by law graduates intending to become lawyers).

Applicants should possess a good degree in law, preferably a higher degree, and experience of practice in Hong Kong or a similar jurisdiction. Applicants with any field of interest will be considered.

Annual salaries (superannuable) are on the scale HK\$309,120-516,480 (11 points) (approx. \$22,239-\$37,157: Sterling equivalent as at 7 May 1992), Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross income. Children's

education allowances, leave and medical benefits are provided; housing or tenancy allowances are also provided in most cases at a charge of 7.5% of

Further particulars and application forms may be obtained from Appointments (40617), Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF, UK; or from the Secretary, Faculty of Law, The University of Hong Kong, Hong Kong (Fax (852) 5593543).

Faculty Positions

**COLLEGE OF** 

**PUBLIC HEALTH** 

University of South Florida

The University of South Florida College of Public Health is the only accredited school of Public Health in Florida, occupies a new building in the Health Sciences Center, and offers Masters and Ph.D. degrees in health policy and management, epidemiology and biostabutics, environmental and occupational health and community and terrify health

tics, environmental and occupational health and community and larmly health
ASSISTANT PROFESSORS (12-month tenure-track): HEALTH POLICY AND
MANAGEMENT 11 Applied Quantitative Methods, and 21 Public Policy Formulation and
Analysis. Starting date: ecademic year 1992/93. Doctoral degree in relevant field required,
Analysis starting date: ecademic year 1992/93. Doctoral degree in relevant field required,
MPH is preferred. Candidates will teach graduate level courses in Health Policy and
Mensgement (i.e., Introduction to H.P.M., Health Services Management, Health Policy and
Management (i.e., Introduction to H.P.M., Health Services Management, Health Policy
Analysis, etc.) and applied quantitative methods or health policy formulation and politics.
USF COPH faculty are expected to teach, advise students, conduct independent and
collaborative research, and provide community and professional service. Salary range
340,000-555,000. Submit letter of application and vitae before August 1, 1992 to Thomas
N. Chirikos, Ph.D., Department of Health Policy and Management, 13201 Bruce B. Downs
Boulevart, Tampa, FL 33612-3899.

Boulevard, Tampa, FL 33612-3899.

ASSOCIATE PROFESSOR/PROFESSOR (12-month tenure-track): EPIDEMIOL. OGY AND BIOSTATISTICS. Cancer Epidemiologist to start scatteric year 1992/93. OGY AND BIOSTATISTICS. Cancer Epidemiologist to start scatteric year 1992/93. Doctoral degree in epidemiology, biostatistics, or milated area, or M.D. with graduate telluring in epidemiology. Five years' experience in carvironmental spidemiology, storing publication and research record; locathing spreadures, experience in carvironmental spidemiology, and environmental epidemiology, and substitutions, conduct independent and collaborative research, and participate in community and professional service activities. Salary range \$55,000-\$85,000. Serul latter of application, including at least three letters of recommendation, and vitas, by Serul latter of application, including at least three letters of Epidemiology and Biostatis-August 1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology and Biostatis-1, 1992, to C. Handricke Brown, Ph.D. Department of Epidemiology.

USF is an equal opportunity employer. All materials received are open to the public's

Admissions: Barry University seeks an admissions officer for an entry level position. This person must be highly motivated, will organized, and have strong oral and writins skills. Responsibilities include interviewing strong prospective students, managins a specific secognophic territory and developing recruitment prospects. Satemajve travel is an important part of this position. A backetor's degree is required. Barry University is an independent, co-educational, Catholic institution which fosters recruited distinction is the liberal arts and professional studies within the Judeo-Caristian and Do-

inally responsible admissions experience. A backelor's degree is required and a master's is preferred. Excellent organizational and internersonal skills, abundant energy creativity, a sense of humor and a strons commitment to women's aducation are prerequisites for this position. Applicants should submit a letter of application, resume and three letters of reference by June 12, 1992 to: Anlts Smith, Director of Admissions, Mouns Holyoke College, South Haddey, Massachusetts 61073. We are strongly committed to program of Equal Opportunity Employment and actively seek applications from women and members of minority groups. Anatomy/Physiology: Anatomy and Physiology Faculty—tenure-track position available August 20, 1992 teaching nursinglabled health students. Master's and one yeer teaching experience required. Send résumé and letter by June 5, 1992 to Ruth Jordan, Montsonary County Community Collage, P. O. Box 400, Blue Bell, Penosyivania 1942. AA/BOE.

Architecture: University Architect. The Facilities Division of Auburn University is currently seeking candidates for the position of University Architect. Division of University Architect. Division of University Architectural and engineering staff members of the Facilities Development Department. Minimum qualifications: Bachelor's dearee in Architecture Pun Services. Must be resistent of Architect. Send letter of interest and remain to: Search Committee-University Architect. Facilities Division, Auburn University, Alabama 36849-514. Résumes must be received no later than June 12, 1992. Auburn University is an AARIOR. Women and minorities encouraged to

Architecture/interlor Design: Auburn University-School of Architecture is anticipations vesancies for full-time, nine month tenture-inack design faculty positions at the Professor, Associate Professor, and Assistant Professor rank in the programs of Architecture. Associate Professor Architecture, and Interlor Design beginning September 1921 Candidates should both the Master's degree or equivalent in the area of interest, he highly motivated, dedicated individuals who can take advantage of the University's unique resources for teaching, sixuasion, and research. Applicasts with computer expertise and landscape history are exources and landscape history are exourced to apply. A letter of indress, resumband of the properties and the professor of the professor of the continued to apply. A letter of indress, resumband of Architecture, 104 Dudley Hall, Anburn University, Ala-

The University of the South Pacific

The University invites applications for the following positions

1. COURSE DEVELOPER—POST 92/18

1. COURSE DEVELOPER—POST 92/18

The Course Developer, to be based in Extension Services, Laucala Campus, optrates a, a member of the outres learns which rievelop entiretion teaching materials for distant two dents. As such he'she should have experience and skills in the design of instructional materials for distant delivery independent study. Familiarity with integrated multi-media design would be an advantage.

The appointee will be an academic member of staff, A good first degree is essential and post graduate qualitations highly desirable. Exidence of relevant research interests and skills should be provided.

should be provided.

The Course Developer is required also to askst in the training of junior and informediate stati of the Course Development Section and in the Industrian of course where new to distance education. The ability to inster ecoperation and teamwork, and experience of the University region (or another developing region) and English for Second Language students would be an advantage.

Salary will be in accordance with qualifications and experience in the following salary range F\$15,176,29629. Appointment will be for a contract period of three years and may be renewable by mutual agreement.

2. PLANNING OFFICER-POST 92/19

2. PLANNING OFFICER-POST 92/19

The Planning Officer will be responsible, under the Director of Planning and Development and with relevant Committee, for the coverall planning and allocation of the use of the University inflamously and human resources, will work closely with academic and other staff at the most senter level, and will be expected to be familiar with the use of computertary statistical data bases. Considerable research and dealing work will be required. Candidates should have general relevant administrative expertence and analytical ability and be ready to act on their own intuitive. They should have a good frontian degine, and postipa dutate qualifications would be highly destrable. Previous applicants need not re highly destrable. Statumed the highly destrable and considerate in the search. If CROSE?

where in never men papers reconsistence.

Salary will be in accordance with qualifications and experience in the range. FS96657
42705 in addition, and indicement allowance of 20% of basic salary will be offered.

Appointment will be for a contract period of three years and may be remewable by multiple securities.

3. PROGRAMMER/ANALYST (SYSTEMS)—2 POSTS—POST 91/84

(Readvertisement)

Two Programmers/Analysis in the systems section of the Computer Centre: Apprinters will be responsible for systems programming in some or all of the following are as—WXWMS, UNIX and Pathworks. Duties will include installation, maintenance, and technical support of systems and applications soliware; writing and implementing procedures for routine computer operations; writing utilities, and mouble-shooting.

The University operates a Digital Equipment VAXcluster, including a camput-wide Ethernet. In addition, a DECsystem 5100 running ULTRIX supports teaching in Computer Science. The University also has numerous IBM PC computities, running MSDOS and various PC packages. Many of the PC's are connected to the Ethernet, using DIGITAL's Pathworks colourse.

ramworus sonware.

Applicants should have good written and spoken communication skills, in English, and the ability to analyse and solve problems. Familiadly with VMS or URIIX is required. Knowledge of MSDOS or Pathworks would be an advantage. A University degree is required, preferably in Computer Science or a related discipline.

Informal engulities about the posts may be made to the Director of Computer Services on telephone: (679)302-389, Fax (679)304-089 or small. J.CLAYTON® USP AC.NZ One of these posts is for a contract period of three years and may be renewable by mutual agreement. The other is for a fuest term of three years. Previous applicants need not re-

Salaries will be in accordance with qualifications and experience in the range. F\$15176 29629.

The University also provides gratuity amounting to 15% of basic salary appointment allow-ance, partly furnished accommodation at a rental of 12.5% of salary and a contribution of 10% of basic salary towards an approved superannuation scheme. Further information may be obtained from the Assistant Registrar (Staffing) (Telephone 313900, Telex FJ2276; Fax (679)303437)

313900, refer. Fuzz fo; Fax (0791304937)

Candidates should send three copies of their confedence with full personal perdeulars, names and defenses including first numbers of these referees and date of availability. In order to expedite the appointment procedure, applicants are advised to ask their returns to send confidential reports cliract to the University without waiting to be confined. Applications should be sent to the Registrar, The University of the South Pacific, Suva, Fiji. to reach her no later than 31 May 1992.



### PRESIDENT

Richmond College

The American International University in London See details in the President's Section of this issue

banna 36849: telephone (203) 844-4316. Review of applications will begin May 15, 1992. Minorities and women are encouraged to apoly. AA/EOE.

Archives/Records Management: Archivist and Records Manager. Northern Michigan University is a state university of 8,000 sudents and 900 craphoyees serving Michigan University, Marquette, Michigan University is a state university of 8,000 sudents and 900 craphoyees serving Michigan University, Marquette, Michigan 1985. Application review will begin after 1980 for first Support Penlinusia and located on the shore of 1 are Supporter. The Archives con-

Archives/Records Management: Archivist and Records Manager. Renthern Michigan University is a tate university of 8,000 students and 900 employees serving Michigan's Upper Peninsula and located on the shore of Lake Superior. The Archives consists primally of the records of Nighthern Michigan University and many receive regional materials. For the first two years this position will be funded by a grant from the National Historical Publications and Records Commission; thereafter, it will be permanently funded by the University. The University Archivist and Records Manager University Archivist and Records Manager will provide leadership, organization, and will be growle leadership, organization, and the provide leadership or the provide leadership or the provide leadership organization, and the provide leadership or the provide leadersh permanenty Archivels and Records Manager will provide leadership, organization, and coordination of all supects of the University's archival, records management, and historical preservation programs. Qualifications: Bachelor's degree in history or other appropriate concentration; Master's degree from either a graduate history program; archival education or experience required; knowledge of and experience with records annagement principles and practices; two years of experience in a university archives preferred; demonstrated skill in program planning and execution; ability to work independently; knowledge of MARC: and and rules in "Archives, Personal Papers, and Managerips"; ability to cought independently; knowledge of MARC: and and rules in "Archives, Personal Papers, and binascrips"; ability to cought a carchival, and to respect the confidentiality of records; demonstrated skill and experience in microcomputer applications for archival processing; a second master's described on experience and qualifications, 335,750.

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an undergraduate and graduate lavel. Responsible for the grintmaking program and fucility. In addition to the Printmaking classes, the position may require teaching one section of bealening drawing. MFA in printmaking or comparable study and experience, strong commitment to teaching, record of professional and creative active ment. Include letter of application, curricular vites, academic transcripts, tides of own work and students work (if available), and three currant letters of seconmendation. Forward to: Printmaking Search Committee, Department of Art, Murray State University, Murray, Kestucky 4207t. Enclose a self-addressed stamped envelope for return of materials. Marray State University is an Equal Opportunity, Affirmative Action Employer, MSU does not discriminate on the basts of race, color, national origin, son, or handless in its programs or activities. For information, contact the MSU Affirmative Action Office, 502-762-3155.

### THE UNIVERSITY OF PAPUA NEW GUINEA

#### PROFESSOR OF ANTHROPOLOGY/ **SOCIOLOGY - W011001/91**

Applicants would preferably come from the disciplines of Anthropology or Sociology, but those from archaeology and social work will be given careful consideration. Applicants should have a PhD or equivalent, a distinguished scholarly career, and experience in developing countries preferably in the Pacific region. Experience in a multi-disciplinary department would be an advantage. The successful candidate will be expected to provide overall academic leadership in the Department and to encourage the recruitment and development of citizen academic staff.

#### LECTURER IN JOURNALISM - ENGLISH (ESL) - W091012

The Department of Language and Literature is looking for a Journalism-English generalist to join a small team as Lecturer in Journalism and English. A higher degree and teaching experience would be an advantage.

The successful candidate will be expected to teach basic reporting skills, law for journalists and media production. English is the main media language, but it is a second or third language for most students so constant attention must be paid to writing skills. The department offers programmes of study leading to a two-year diploma and four-year degree in Journalism. The position will become vacant in June 1992.

Applications close on the 29th May 1992.

- SALARIES -

Professor Lecturer

K49955 per annum plus 25% gratuity K25160 - K30595 per annum plus 25% gratuity

Applications will be treated as strictly confidential and should include a full Curriculum Vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the University without waiting to be contacted. Applications should be forwarded to the Deputy Registrar (Staffing), P.O. Box 320, University Post Office, Papua New Guinea. T. IAMO (MR), REGISTRAR



#### Southeastern **ACCOUNTING** Louisiana University

Assistant/Associate Professor of Accounting; tenure track position. Effective date of employment: August, 1992. Qualifications: Ph.D. or D.B.A. In Accounting (advenced stages of dissertation considered). CPACMA, soholerly research, and professional activity preferred. Duties: M.B.A. program. Engage in scholarly resourch resulting in publications in refereed journals. Must be involved in service scilvities that benefit the department, cellege, and enliversity. Salary: Commensurate with experience. Applications require a resume, three lotters of reference, and the doctoral transcript. Address applications/inquiries to: Dr. Joseph L. Morris, Department of Accounting, Southeastorn Louisians University, P. O. Box 468, Hammond, Louisians 70402. Deadline for receipt of applications; June 1, 1992, or until positios is littled. EOE.

inave at least a bachelor's degree, and some experience coaching flesh hockey and increase at the collegiate level. Flaying experience preferred, along with a strong working knowledge of the philosophy, principles and practices of NCAA Division III. Kenyon is a member of the North Coast Athletic Conference. Salary commensurate with qualifications and experience. Send letter of application, resume, and rames, addresses, and telephone aminbers of three references to Dr. Bob Bunnell, Addictic Director, Kenyon College, Gamber, Ohio 43022. Deadline for applicationst May 25, 1992. Konyon College is an AA/EOB.

1992. Kenyon College is an AAPEUE.

Athletica: Cross Country and Track Coschi
HPER Instructor. Emporia State University is accepting applications for a 10-mouth
Coach for men's and women's teems and
lastructor in HPER program, beginning
August 18, 1992. Responsibilities include
recruiting and preparation of teams, surpervision of assistant coaches, public telations, and scheduling of svents. Academic
duties include teaching ten senester credit
hours during the academic year in the
HPER program and other duties as asstaned. Qualified applicants ahould have
knowledge of NCAA rules, skills in written

Athletics: Kenyoo College is offering a full-time coaching position for a head women's field bockey and lacrosse coach. As bead coach, is responsible for management and administration of all facets of Division III program: recruiting, coaching, budget, etc. Some teaching of activities courses in elec-tive physical education program, as well as other administrative supervisory duties as other administrative supervisory duties as assigned. The successful candidate will have at least a bachelog's degree, and some

from members of protected classes.

Athletics/Physical Educations Fort Lewis College, Durango, Colorado, full-time position in Department of Exercise Science and Athletics. Instructor of Exercise Science and Athletics. Instructor of Exercise Science and Athletics. Instructor of Exercise Science Assistant Footbull Coach (Defenative Coordinator). Master's degree in Exercise Science or closely related field required. Salary in law \$20,000 runss. Letter of application, current resume, three current letters of recommendation and transcripts must be received by fax or mail before May 28, 1992. Position to be filled by June 10, 1992. Contract begins August 1, 1992. Dr. Cinick Walker, Fort Lewis College, Demanso, Colorado 81301-1999; fax 301-239-1774. FLC is an AA/EEG Employer. Women and mimorities are encouraged to apply.

Aviation: Employ-Riddle Aeronautical University, Prescott, Arizona. Faculty position, Department of Aeronautical Science. Employ-Riddle Aeronautical University, Prescott, Arizona. Faculty position beginning the 1992-93 academic year. Primary areas of teaching will be VFR/IFR nevigation, at realite control and commuter/corporation/air certier opera-



AGA KHAN FOUNDATION

#### **INSTITUTE FOR EDUCATIONAL DEVELOPMENT**

The Aga Khan University Intends to make a major investment in educational quality in Pakistan by establishing an institute for Educational Development (IED) in Karachi. The University's medical and nursing facilities have already received international recognition for their ploneering work in the health sciences. Beginning in October, 1992, the IED will break new ground in providing accredited professional training for teachers and in conducting educational research. Applications are invited for the post of

Relevant qualifications will include an appropriate master's or doctoral degree, good administrative experience, recent involvement in school-based teacher training and research, preferably in Asia or Africa, and the ability to shape an institution in which a new ethos for teachers can be created.

DIRECTOR

The initial contract will be for three years. An attractive salary and compensation package will be offered, in line with current scales. Applicants intending to pursue a career in Pakistan will be given pref-

For further information, applicants should (1) mail or fax a brief résumé, with contact phone or fax number, (2) name three referees, and (3) describe briefly their research interests. Applications as soon as possible to:

The Secretary, IEO Search Committee Aga Khan University Box 3500, Stadium Road fax: Karachi 4934294

The Secretary, IED Search Committee Aga Khan Foundation Box 435 1211 Geneva 6

fax: 41 22-736 09 48

### **EDUCATION LEADERSHIP**

### **Butler University**

Butler University, Indianapolis, Indiana, seeks an assistant or associate professor to serve as Director of the Experiential Program for Preparing School Principals (a nationally recognized program for preparing school leaders—established in 1981—approximately 200 graduates with an administrative placement rate exceeding 70%). The responsibilities for this tenure-track position include conducting graduate seminars in the following areas: politics or education, school finance, classroom management and discipline, administrative theory, and personnel administration.

Qualifications: Earned doctorate in educational administration or leader-ship, experience as an elementary, middle school or high school principal, knowledge of experiential learning and adult learning strategies, and inter-est in field-based research. University teaching experience preferred. Rank and salary based on qualifications and experience. Position will be available December 1992. Screening will begin on July 15, 1992, and con-tinue until the position is filled.

Interested persons should forward a cover letter, vita, and names of three references to:

Dennis E. Hinkle, Donn College of Education, Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone: (317) 283-9752

EOEIAA

Women and minorities encouraged to apply

tions. A terminal degree or MAMS with considerable relevant aviation/teaching experience required. ATP-AMEL with extensive flight experience at regional/malor air carrier level. Preference will be given to candidates with aviation, university level teaching/research and gram writing experience. We offer a comprehensive compensition-breefits package, submit later of interest, resume and names, addresses and phone numbers of three references to: Aerosautical Science Search Committee, for limma Resources, 2009 Willow Creek Road, Prescott, Arizona 86301-7720. Position closes May 29, 1992. Women and minority group members are encouraged to apply. EOS.

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Bilingual Education: Coordinator Assistant Professor-Cell Biologist Professor-Cell Biolo

obs. AAZOE.

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### ASSOCIATE PROFESSOR IN FINANCE (Tenurable)

Queensiand University of Technology is one of Australia's newst and largest universities with 23,000 students on five campuses. The Faculty of Business has been restructured to eight Schools, viz. Accounting Legal Studies; Communication and Organisational Mullers: Economics and Public Policy; Finance; Human Resource Management and Labour Relations; Marketing, Advertising and Public Relations; and Media and Journalism. The Faculty of Business maintains close links with the professions and the business community and it has a progressive staff development program. Four research centres, including the concentration in Accounting and Finance an established within the Faculty, and the Faculty is further upgrading is research profile.

The Associate Professor is responsible to the Head of School of France and is required to assist in the professional and administrative leadership of the School. The appointee will assist with the integration of teaching and research into the mission and goals of the School Faculty, and the University.

The School of Finance has a current equivalent full-time staff establishment of 22 and a teaching load of approximately 560 EFFSUs. The School's major teaching responsibilities are within the banking and finance, and accountancy majors of the Bachelor of Business. Postgraduate studies at honours, master's and doctoral levels are offered. Women are under-represented at QUT at this level; therefore suitably qualified women are encouraged to apply.

qualified women are encouraged to apply.

QUALIFICATIONS/SKILLS: Applicants should meet the critera to appointment as an Associate Professor and should have a higher degree preferably at doctoral level. The appointee will have the soliky to assist in management and administration of the School and play an appropriate part in the life of the University. Applicants should have damonstrated teaching ability of a high order at a tertiary level, serval years of experience at a professional level in a relevant field, a record of research and high level consulting and the ability to liaise effectively with the professions.

CONDITIONS: Permanent appointment is available at the left of the professions.

CONDITIONS: Permanent appointment is available at the level of Associate Professor (\$US49,167 (\$AUS64,575) per annum). Condition include subsidized superannuation, relocation assistance, professional experience leave and study assistance.

FURTHER INFORMATION: Duty statement and selection criteria are available from the Personnel Department telephone 61-7-864-3745 or facsimile 61-7-864-3996. For further information, telephone the Head School of Finance, Professor Spencer Thompson on 61-7-864-4390. APPLICATIONS: Applications and envelopes should quote 20232 and include evidence of academic qualifications, experience and teaching evaluations plus the names, addresses, telephone and facilities are represented in the professional referees. Applications should address the selection criteria and reach the Personnel Director Off Looked Bag No. 2 Red Hill Queensland 4059 Australia by 28 June 1992. Smoking is not permitted in QUT buildings.

An Equal Opportunity Employer



### **Faculty of Science**

#### LECTURER - FIXED TERM School of Mathematics and Statistics

School of Mathematics and Statistics
Reference No: B17/14
Applications are invited for appointment to the position of Lecturar in the School of Mathematica & Statistics. The School has active research groups in the lobusing uses: Algebra, Analysis, Nonlinear Analysis, Applied Mathematical and Computational Modelfing, Statistics, Topology and Geometry, Category Theory and Combinators. Computational and Discrete Mathematics.
Bitrong preference will be given to candidates whose research interests are in the arest of Algebra, Analysis and Topology and whose appointment would strangther easing research groups in the School. Candidates must have a PhD, a strong research received and elementaristic commitment to excellence in leaching. Courses in mathematics are given at all undergradurate and postgraduals levels and include computer-based courses. Both research and leaching are supported by a large network of workstations, including several high-portormance processors and older graphics systems.

The appointment will be for a fixed lerm of up to five years. The position is well-the immediately and the appointee will be expected to commence duties as active immediately and the appointee will be expected to commence duties as active immediately and the appointee will be expected to commence duties as active immediately and the appointee will be expected to commence duties as active information from Dr. D. Taylor (312) 682 422 or emeil laylor\_d.matha.su.or.au.

Salary: Lecturar Level B: A\$39.483-A\$46,685 p.a.

(top of salary scale unavailable unit July 1992.)

Information from Dr D. Taylor (612) 692 4222 or emeil laylor\_d.maths.sucr.su.

Salery: Lecturer Level B: A\$39,483-A\$46,688 p.a.
(top of salery scale unavailable until July 1992.)

Method of application for academic position: Three copies of the application quoting reference no, and including curriculum vitae, list of publications and the names, addresses and fax nos., of at least three and no more than five referes.

Applications to be sent to: Assistant Registrar (Appointments), Stat Officia(NO), The University of Sydney, N.S.W. 2006 AUSTRALIA, Fax (61 2) 862 43416 by 5 June 1992.

### and no smaking in the workplace are University pa

my and Physiology will be considered.

Master's degree required, Ph.D. preferred.
Send résumé and three leiters of reference to: Dr. Kal Kanungo, Chairperson, Blokosy Department, Western Connocilcus State Indiversity, 181 White Street. Dankury of sendications will begin june 15 and confidentians will begin june 15 and confidentials will be support to the confidential will be s

firmative Action Employer.

Biology: The University of North Alabama announces the availability of a tenure-track position in the Department of Biology beginning August 24, 1992 or January 11, 1993 at the Instructor or Assistant professor rank; master's degree required, Ph.D. preferred. Responsibilities include undergraduate teaching in the areas of motecular biology and instructuotry biology, student advising and research related to the specialty area. Salary commensurate with degree, rank and experience. Woners and minorities are encouraged to apply. Submit a letter of application by June 12, 1992, accompanied by a vitae (including transcripts) and the names, addresses, and telephone numbers of furce references to Mr. Robert S. Steen, Director, Human Resources and Affirmative Action, Box 5043, University of North Alabama, Florence, Alabama 35532-0001. An Equal Opportunity Employer.

### North Carolina Central University

A Corphwent Institution of the University of North Carolina System and an Fad Opportunity, Affirmative Action Employer. ANTICIPATED TENURE-TRACK VACANCIES BEGINNING AUGUST 17, 1992

**BULLETIN BOARD: Positions available** 

It is stated otherwise, all positions are tenure track and have the following the stated otherwise, all positions are tenure track and have the following exercited as and requirements: Ph.D. or the appropriate terminal degree exercity at the Assistanti/Associate rank: teaching and advising undergraduate exercity at the Assistanti/Associate rank: teaching and advising undergraduate retrieval and publication potential; commitment to multi-cultural education, retrieval and publication potential; commitment to multi-cultural education, retrieval and publication potentials; commitment to multi-cultural education, retrieval are competitive and depend on qualifications and experience. Applicates are competitive and depend on qualifications and experience. Applications and credentials - vitae, official transcripts and three letters of recommendation - will be accepted by the appropriate person as indicated below trailing 15, 1992, or until the positions are titled.

### SCHOOL OF EDUCATION

GCHOOL OF EDUCATION

One Position. Teacher Education, Professional Studies. Candidate must passes doctorate in Curriculum and Instruction with a strong background in trainctional strategies and history and philosophy of education. Sound in trainctional strategies and history and philosophy of education. Induce the supervision of students in field experience, directing master's level theses/research projects; and participation in cariculum development and other faculty committees and activities. One Position. Educational Technologist. Candidate must possess doctors in Educational Technology or related field with experience in teaching photography, filming and television. Additional responsibilities include teaching research methodology and application of learning theory to instructional design, and directing master's research, i.e., thesis or project. Address inquiries, applications, and nominations to:

Dr. Marvin E. Duncan, Chair
Educational Technology Search Committee
238 Farrison-Newton Communication Building
North Carolina Central University
Durham, North Carolina 27707

Durnam, I Forth Carolina 27707

One Portion. Counselor Education. Candidale must possess a doctorate in Counselor Education/Counseling Psychology or related area with a strong barlgound in developmental psychology, directing master's level these waster projects; and participation in curriculum development and other leavy activities.

Address inquires, applications, and nomination to: Dr. Glen R. Martin, Chair Counselor Education Scarch Committee School of Education North Carolina Central University Durham, North Carolina 27707

RCCU complies with the Immigration Reform and Control Act of 1986. All new employees must provide original documents overliving identity and employability within the first three days of employment with the University.



### **FALL 1992 OPENINGS** VERTEBRATE BIOLOGY

Tenure-track position in a department with strong commitment to undergraduate teaching and research. Teaching assignments in upper and lower level course dependent upon departmental needs and candidate's background has a research interest include but not limited to: ecology, evolutionary tology, physiological ecology and/or systematics. Ph ID, in zoology or related are reguted. Rank and salary dependent upon experience. For more information contact Dr. Howard L. Fraeman, Chair, Division of Natural Sciences, 1991) 352-1017.

Tenue-track, nine-month contract with summer teaching available. Duties, teating undergraduate and Master's courses in some combination of the following areas: special education, elementary or secondary teaching methods, computers for teachers, statistics and/or research methods. Requirements eamed doctorate in special education or curriculum and instruction, pulic school teaching experience, eligible for Tennessee teaching license.

### BUSINESS/ACCOUNTING

Must have eighteen graduate hours in accounting as well as business area. Business hours can concentrate in economics management or finance. MBAV CPA or DBA with accounting hours.

for positions above, send letter, vita, transcripts, and names and phone number of three references to: Dr. John R. Drayer, Executive Vice President and Acatemic Dean, Bethel College, McKenzie, TN 38201. Deadline for applications dure 1, 1992. EOE.

dures. One position involves coordination dustoms and physiology labs. Minidur, Teaching a Reperience preferred.
Sald like of application, via, transcripts,
soldites letters of recommendation to Dr.
Kasath Refvos. Blology Department.
Aratings State College, Savannah. Cleardistance and demonstrated teaching
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The succe

ising Genetical Assistant Professor-Onesculable coinclosist position begin-lar American D. Trequired with received given to candidate with experi-one in molecular techniques and demon-nated machine ability at the undergradu-tic life to the uncessful candidate with tack hedman biology, upper-level micro-lated hedman biology, upper-level pro-lated hedman biology, campbell Univer-ted hedman biology, cambell univer-ted hedman biology he

graduates in research and comminded to Christian higher education is expected. Interviews will be received until position is filled. Send tetter of interest, vitae, graduate transcripts, and three letters of recommendation to: Dr. Steven H. Beerhart, Chairman, Department of Biology, Campbell University, Bules Creek, North Carolina 27506-0308.

Blology/Mathematics: Catholic seminary-college seeks full-time person with Ph.D. or Master's in Science to teach Blology and Mathematics. Resume by June 15, 1992 to Sister Mary Christine, Ph.D., Academic Dean, Wadhams Hall, R.R. 4, Box 80, Os-densburg, New York 13669.

Biomedical Engineering: Biomedical Engineer. Manhatian: responsible for the design, development, implementation of advanced scientific research and laboratory experiments associated with the mechanisms responsible for defibrillation by electrical shock and resoluting data analysis, prepare myocardium and steeaute optical action potential of myocardium. Prepare data related analysis and action them. Prepare in data related analysis and action the properties on findings. Ph.D. in Biomedical Engineering and two years' experience in Job of

University of Central Flortda

College of Education

Department of

### **CURRICULUM** AND INSTRUCTION

The Department has 21 full-time faculty and provides courses for both under-grafulate and graduate degree programs including the Ed.D. in both C&I and Ed. Leadership.

 Supervise student teachers. Service and scholarship.

Earned doctorate in Compulum and Instruction or in related field by ap-pointment date.

Application screening will begin June 18, 1992 and will continue until the position is filled.

Controlls Search Committee Education Foundations Cullege of Education University of Central Florida Orlando, Florida 12816-1250 Fax (407) 823-5135. UCF is an EEO/AA employer, applicant records available for public review.

FALL 1992 TENORE tracks or calling business/experience/publications preferred. Undergraduste/gradust specialist in consumer behavior, mar-keting research, sales, retail, business simulation encouraged to reply. Salery commensurate with rank and experience.

Dowling College is an independent co-aducational liberal arts college with graduate programs in business administration and education. The college is located on the south short of Long Island, lifty miles from Wankatian.

Dowling is an Equal Employment Opportunity/Affirmative Action Institution

Brocklys, New York 1201.

Bromedical Engineering / Research Research Assistant Professor of Blomedical Engineering in Evapation of the College's bullness communication shifted and the overall Engineering of Wonderfell University announces an opening for a non-tenure irrack appointment as Research Assistant Professor of Blomedical Engineering pending the considered Theorem 1991 starting time may be considered. These professor of Blomedical Engineering pending the considered the considered Theorem 1992 starting time may be considered. These professor of Blomedical Engineering pending the considered the pending of the considered the pending of the considered the pending of the sealability of adequate funding. Applicant with a doctome in blomedical science and two to three years of post-decoral experience in cellular blocation are invited to apply. The successful applicant must have experience in cellular blocation are invited to apply. The successful applicant must have experience in cellular blocation are invited to apply. The successful applicant measurement methods of microvascular endothelial cell culture methods, cellular integration and blockmental measurement methods of microvascular endothelial relations in the cellular integration and blockmental measurement methods of microvascular endothelial function is necessary. Vander-polit University is an equal apportunity, affirmative action sundayore. Please send the cellular integration of the province of the pr

state.

Business Communication: Assistant Professor of Business Communication. Bodge State University. Tenure track opening for assistant professor of business communication in College of Business, Bodge State University. Seeking individual who has

Educational Foundations

# **GENERALIST**

Dutles:
Teach undergrad, courses in general methods and thinking skills development; grad, curriculum courses.

• Public school teaching experience.

Submit letter of application, résumé, copy of iloctoral transcript, and three letters of recommendation to.

DOWLING The Personal College\*

ASSISTANT/ASSOCIATE PROFESSOR OF MARKETING FALL 1992 TENURE TRACK OPENIN

Please send a letter of interest and ourrigulum vitas to the Director of Human Rosources, Dowling College, Oakdale, NY 11769-1999.

fered. Position requires an extensive back, ground in medical research using medical electronics, optoelectronics, baser and optic fiber technology. 35 hour week. \$27,941 per annum. Send lotter/résumé in duplicate to CDE 110, Room 501, One Main Street, Brooklyn, New York 11201.

successfully taught at an AACSB accredited business school and has similicant practical experience in the business communication field. Doctorate degree in an appropriale field is required and must be awarded no later than January 1993. Person hired will be expected to play a migor role in enhancing the college's business communication curriculum and the overall communication stills of its students. This 1992-1993 exademic year position is considered open until a qualified candidate is identified. A January 1993 starting time may be considered. Hose qualified for this position stouid forward a jetter of application, complete vita, and the names, adereses, and phone numbers of al least three references to: Dr. Doughs J. Lincoln, College of Business. Boles State University 1910 University Drive, Bolse, Idaho 83725. SEO/AA Institution.

### MOTLOW STATE COMMUNITY COLLEGE

Instructor, Biology (Master's degree in Biology)
 Instructor, Biology/Chemistry (Master's degree with eighteen graduate semester hours in both Biology and

**Assistant Professor** 

The School of Library and In-formation Science at the Uni-

versity of Wisconsin-rinwance reopens its search to fill a va-cancy in the tenure-track posi-tion of Assistant Professor of Library and Information Sci-ence to teach courses in cata-loging/classification. bibliographic praphic control, bibliographic setvents technical services.

graphic control, bibliographic networks, lechnical services and library automation, and to conduct research. Minimum salary is 950,000 for an academic year (9-months) appointment pius additional compensation for possible summer teaching. Generous fringe benefits. Qualifications: Applicants must hold a Ph.D. in Library and Information Science, practical and/or teaching experience in an institution comparable to UWH, and extreme of research activity.

tution comparable to UWPI, and evidence of research activity. To apply, send a curriculum vitae including a bibliography of research and future research and leaching plans, and provide at least three current letters of reference by August 1, 1992: Dr. Virgil Diodato, Chair, Search and Screen Committee, School of Library and Information Science, University of Wisconsin-Milwaukee, Williams (2006).

information Science, University of Wisconsin-Milwaukee, P. O. Box 413, Milwaukee, Wi 53201. Phone (414) 229-4707. Pax (414) 229-4848. Interviews will be conducted at the AIA Annual Conference in San Francisco, CA, UWM is an AA, EOB.

versity of Wisconsin-Milw

2. Instructor, Biology/Chomistry [Master's degree with eighteen graduate semester hours in both Hiology and Chemistry]
3. Instructor, Mathematics (Master's degree in Mathematics)
4. Instructor, English (Master's degree in English)
5. Instructor, English (Master's degree in English)
6. Instructor, History (Master's degree in History)
7. Instructor, English/History (Muster's degree in History)
8. Instructor, English/History (Muster's degree)
9. Instructor, Study Skills (Bachelor's degree)
9. Instructor, Reading and Study Skills and Assessment Coordinator, 12-month position (Master's degree)
10. Instructor, Computer Science/Information Systems (Master's degree requires), with emphasis in Computer Science, Information Systems of related field)
11. Instructor, Engineering/Industrial Technology (Master's degree in an Engineering field, Industrial Technology, or related field)
12. Instructor, Business/Economics (MBA or Master's degree in Business, Economics, or related field)
13. Director of Library Sorvices (Master's degree in Husiness, Economics, or related field)
14. Instructor, Engineering/Industrial Fechnology (Master's degree in Business, Economics, or related field)
15. Instructor of Library Sorvices (Master's degree in Husiness, Economics, or related field)
16. Instructor of Library Sorvices (Master's degree in Husiness, Economics, or related field)
17. Instructor of Library Sorvices (Master's degree) in English)

is now accepting applications for the following positions:

(subject to funding in the 1992-93 budget)

accredited institution]
14. Laboratory Instructor/Technician, English, part-time (Buchelor's degree in English) To ensure full consideration, applicants must submit a Motlow application, resume, and official transcript(s) to:

iluman Resources Office Motlow State Community Cullego P. O. Box 88100, Tullehome, TN 37386-H100 (815) 455-8511, Ext. 332

Review of applications will begin on June 8, 1992, and will continue until qualified applicants are employed. Motion State Community College is an equal opportunity institution and webones apply attents for analogy most or admission regardless of age, disability, national origin, race, religion, or sex, and is committed to education of a non-recially identifiable student body. We man and minorities are encouraged to apply.

### A MERCY COLLEGE

Mercy College is a multi-campus, independent institution of higher a dutation, offering, like ral arts and sciences, pre-professional, and graduate curricula. The College scoke applications for the following full-fute; forum-strack. In only positions Women and minorities are especially the unarques or approximately as A SECOND LANGUAGE (2 tall time position).

1. Assistant Chain The position will be 75% administrative and 25% instructional Applicants must be able to tracel to supervise exclude untrack programs in Westchester. Proc. Manhattan and Brook has I before to the polyton as a Second Language proteined Proc. Manhattan and Brook has become uniquely and according to the programs. non and meaning position with an emphasis on currenthin dev and supers form, as well as general faculty responsibilities. The torate in English as a Second Language preferred

MATHEMATICS AND COMPUTER SCIENCE (2008) made person of MATHEMATICS AND COMPUTER SCIENCE 1 20th interpretarion

3. Assistant Professor (Computer Science): Applicants should demonstrate professorinal and teaching especies/or in computer science as well as records in the field. This is computer science preferred.

4. Assistant Professor (Computer Science and For Mathematics): Applicants should be foliagual lemonstrate professional and fracting experience in field. Applicants should be foliagual. (Spanish and English): Tax torate professional.

Graduate Program in HUMAN RESOURCE MANAGEMENT (Find time per description)

5. Assistant Professor: Applicants should had an corned discourace, have professional background in human resource management, and college teaching experience.

ADJUNCT FACULTY Mercy College is also seeking qualified partiting faculty in the following areas
Mathematics Music Behavioral Science Art History
Blology History Computer Science Concernment
Psychology Psychology Religion Science Science Business Administration English as a Second Language Nursing (Family and Public Health)

Also adjunct faculty for the Graduate Program in Human Resource Management (see above for qualifications) A master's degree in the appropriate field is required. Morey College has branch campuses and extension sites in Westscheder, the Brunz, Manfortan and Imodelin Applicants should Indicate their ability to travel as well as languages applicants should indicate their ability to travel as well as languages applicant thereily (especially Spanish, Russlan, and Korean) All applicants are requested to submit a felter of application indicating the position singlet a resume, and the names of three inferences to

Faculty Search, do Personnel Department
Mercy College • 555 Broadway • Dobbs Ferry, NY 10522 The application deadline for full-time positions is June 1, 1992 Mercy College is an Affirmative Action, Equal Opportunity Employee

### Northern Illinois University

SPECIAL EDUCATION: Assistant Professor. (Extended Search). Tenure-track position in early childhood handicaps (birth-5 years). Requirements: Doctorate in Early Childhood Special Education with expertise in bilingual and urban education. At least two years experience working with exceptional children required. Responsibilities: Teach graduate courses in early childhood special education at on and off campus sites; advise graduate students; conduct research; write grants: and program, departmental, college, and university service. Send letter of application, résumé, transcripts, reprints of publications and/or manuscripts-in-press and three reference letters to Dr. Diane Deltz, Dept. of Ed. Psy. Counseling and Spec. Ed., Niu, DeKelb, it. 60115. Application Deadline: June 20, 1982. AA/EOE.

Employer.

Chemistry: Anticipated opening. Tenure-track positions it small state university, effective September 1, 1992. Required: at least a master a degree and additional graduate study in chemistry; teaching competence in general chemistry, organic and physical chemistry. Colless teaching competioner and Ph.D. destrable. Minority applications encouraged. Send letter, vita, all culless transcripts, at least three current interest of reference by June 15 to Dean David M. Taylor, Livingston University, Station 23, Livingston, Alabama 15470. Incomplete applications will not be considered. Equal Opportunity Employer.

Chemistry: Organio, Northeast Missouri State University is the premier liberal arts and sciences institution in Missouri and offers as exemplary understrandant education to high-ability students. The Division of Science is acception applications for a temporary full-time instructorship in organio

cystal metat sintace and experience with christish vaccion, LiBED, Auser, and ion-beam technology are essential. A fri.D. in chemistry is required. Strong background in isser spectroscopy, including pulsed Nd:YACIDya system, single-mode cy dye laser, nonlinear doubling/mixing, maint-color laser spectroscopy and related theories in required. Experience with ion imaging, computer interfacing with CAMAC, and microwax system is desirable. Duries include conducting original research and writing reports for publication, providing syldance for graduate students in research strong and repoir and engine research and writing reports for publication, providing syldance for graduate students in research strong and repoir and enginemence of the instruments mentioned above. Sajary strange: 324,000-326,000 per year. Location: Pean State, University Park, Peansylvania, Benefitt; health, denial, vision, and life insurance. Application doubline is June 23, 1992. Send letter of application and resumit of Professor Nicholax Winograd, 132 Davy Lob, Department of Chemistry, Box Schill, Pean State University, University Park, Peansylvania 16602. An Affirmative Action, Equal Opportunity Employer. Women and miporities encouraged to apply.



ASSISTANT PROFESSOR OF ACCOUNTING

(CODE #0109)

DITIES Teaching undergraduate and graduate courses in Accounting; serving intensity committees; advising students; engaging in appropriate scholarly active consistent with the mission of a leaching-oriented institution, performing other colleteral.

QUALIFICATIONS: Doctorate or ABD preferred, Master's/CPA considered with microcomputer accounting/finance applications destrable. Deadline for applications, June 15, 1992.

INSTRUCTOR/ASSISTANT PROFESSOR OF PSYCHOLOGY

DUTIES Teach 12 credit hours per semester. Limited Summer teaching opportunities available. Teaching load includes General Psychology and upget divison courses including one or more of the following: Experimental, hydrological Testing, Advise Psychology Majors.

Psychological restants. Nowset Psychology required, Ph.D. In Psychology patered. The successful candidate will demonstrate through education and/orespensive (1) potential for teaching excellence at an open admissions and reduciting institution and (2) commitment to undergraduate instruction.

BENEFITS: Retirement, group life insurance, major medical, annual sick kaw, and education benefits. Deadline date June 30, 1992.

APPLICATIONS PROCEDURE: Send vilae, transcripts of undergraduate and gedule work (unofficial transcripts acceptable for initial screening), and three (3) leters of recommendation to the Personnel Office, Lincoln University, 820 Cestrul Street, Jefferson City, MO 65102-U029, AA/EEO

A vital, multicultural community united in its commit-

ment to academic excellence—that's the University of Connecticut today. Our 3,100 acre main campus in

Storrs offers an idylife setting for professional growth, with easy necess to all the cultural, educational and recreational attractions of the New York/New England

region. The University of Connecticut is currently sook-

Title & Specialization

Associate/Full

Department Head

Associate Professor: 2A148

Veterinary Pathologist

For more details on the positions listed above, contact Heather L. Mokoski, Employment Advertising Coordinator, The University of Connecticut, Department of Personnel, U-76, 28 North Engleville Road, Storrs, CT 06269-3076, (203) 486-0379.

The University of Connecticut has a strong commitmen

broad spectrum of candidates including members of minority groups, women, and people with disabilities

THE UNIVERSITY OF CONNECTICUT

is systems and SUN Operating System. System administration in SUN SPARC III and ALAT systems. Design and implement exchargace software for interactive database systems. Analyze university companies needs and provide technical support on UNIX based systems. Analyze university companies needs and provide technical street in UNIX based systems. Must have 19.8.5. in Computer Science; 21 compition of one course each in Database Systems. Computer Networks, and Software temperating. Computer Networks, and Software temperating 19 education or experience in whiting database applications using UNIX beguing systems; and 49 any working experience in NFORMIX-SQL and C propositions systems; and 49 any working experience in NFORMIX-SQL and C propositions with the street, 3 South, College, 18 and C propositions with the street, 18 South Courses of the street o

Assistant/Associate
Professor—Educations

2A158

2A150

2A76

SALARY: Commensurate with qualifications and experience.

Leadership

Elegtrical &

Systems Engineering

Operations & Information

(Non-Tenure Track) (CODE #0110)

#### **FULL-TIME INSTRUCTORS: ENGLISH DEPARTMENT**

Two Full-Time Positions Available August 25, 1992

Master's degree in English required. Minimum of two years' relevant teaching experience required. Remedial emphasis, rhetoric or composition theory preferred. Experience in teaching developmental English at the colloge level and writing courses, and experience in supervision of writing desired. Computer literacy is essential. Experience and/or training in one or more of the following areas would be a plus: Writing Lab, computer-assisted instruction, composition and/or reading through literature, business/technical writing.

FACULTY SALARY RANGES are calculated according to the Faculty Master Agreement as follows:

Master's Track: \$27,282-\$50,892 Master's + 30 Track: \$28,644-\$52,461 Ph.D. Track: \$30,010-\$54,016

Please call (313) 462-4400, ext. 5004 for application. Completed application, résumé and copies of transcripts must be received in the Parsonnal Office by Friday, June 19, 1992.

#### SCHOOLCRAFT COLLEGE Livonia, Mi

SCHOOLCRAFT COLLEGE is a comprehensive public community college. We offer a rich diversity of programs leading to Associate Degrees and Certificates. We have an enrollment of 15.000 full and partitime students. The College is located on a 183-acre suburban elle approximately 25 miles northwest of Dotroit in the city of Livonia. The College also operates a major center in Garden City.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER



SCHOOLCRAFT COLLEGE

### **EDUCATIONAL ADMINISTRATION**

The University of Connecticut

Anticipated cull-time, tenure track position (assistant or associate professor) beginning September 1992. Involves teaching graduate courses with primary responsibility for the principalship and central office administration; organization and administration; and field experiences. Farned doctorate required, preferably Educational Administration; successful administrative experience; ability to conduct research and service activities; and the ability to excel in teaching. Participation in state and national educational activities, Spanish language skills, and public school administrative experience are desirable. Salary negotiable based on qualifications and experience. Send letter of application, resume and three letters of recommendation by June 8, 1992 to: Dr. Paula A. Cordeiro, Chair Search Committee, University of Connecticut, Department of Educa-tional Leadership, U-93, 249 Glenbrook Rd., Storrs, CT 06269-2093. The University of Connecticut is an Affirmative Action/Equal Opportunity Employer. (Search #2A158)



Communications Basiern Washington University's Department of Communication Studies is seeking a faculty member on a one-year appointment for the 1992-93 actual of the Communication of the seeking year. Condidates should be able to lead; courses in three or more of the following process interpretability. lowing areas: interpersonal communica-tion, nonvertal communication, conflic-and communication, gender communica-tion, small group communication, and istening and be able to demonstrate commit-ment to scholarship and professionalism and willingness to teach night classes in Spokane. Ph. D. preferred. Conneite appli-cations should include: letter of interest, curriculata vitae, and three letters of refor-ence seat to: Frequity Search Committee, Department of Communication Studies, MS 108, Eastern Washington University, Choney, Washington 99004, Application review will begin fune 15 and conflue until the position is filled. During 1992-93, a nathe position is filled. During 1992-93, a na-tional search will be conducted for a teamer track position to begin September, 1993. Eastern Washington University is an Af-firmative Action, Equal Opportunity Em-ployer.

Communication/Speech/Forensics: Speech Communication generalist to teach rotation of courses (Speech Communication, Mans Communication, Broadcasting, Interpersonal, Human Communication Theory, Argumentation, and coach forensics/debate program) in an evangelical Christian Reesal by expanded advertising and public rela-

nris college with Presbyterian affiliation.
Doctorate and record of successful reachina experience in communication field preferred, Salaryirank based on degree/experience, Pull-time, continuing position to begin Fall, 1992. Applications welcome until position is filled. Contact Gordon Kling, Chair, Department of Communication and Theater Arts, Sterling College, Sterling, Kaotas 67379; (316) 278-4217.

Communications: Tenure-track position at The University of Texas at Austin. The Department of Radio-Television-Film of the College of Communication, is seeking candidates for a tenure-track position starting in Fall 1992 or Spring 1993. Qualifications: Ph.D. in mass communication or media atudies with an emphasis on social science research usethods (quantitative and/or qualitative), plus demonstrated scholarly research methods (quantitative and/or qualitative), plus demonstrated scholarly work regarding an area of interest to the Department. For example, many pecia and think milegrity groups in the United States (especially African-Americana), ani/or ethsic minocity issues within fit context of international communication. Excellent communication is communication. Excellent communication is context of international communication in the context of international communication is context. The context of international communication is context of international communication in the context of international communication is context. In the context of international communication is context of international communication in the context of international communication is context. In the context of international communication is context of international communication in the context of international communication in the context of international communications in the field of the context of international communication in the least of international communication in the context of international communications with the context of international communications with the context of international communications with the context of recommendations with the context of recommenda

### MICHIGAN STATE UNIVERSITY

College of Education

**DEPARTMENT OF COUNSELING.** EDUCATIONAL PSYCHOLOGY AND SPECIAL EDUCATION

The College of Education at Michigan Stare University is seeking candidates of exceptional promise to fill the temporary but potentially tenurable position described below. The position is at the assistant professor level and will begin August 1992. Salary will depend upon the applicant's experience and qualifications. Appointment will be in the Department of Counseling, Educational Psychology and Special Education. Interested candidates should send a resumé, copies of written work or publications, and three letters of evaluation by May 22, 1992 to Dr. Richard S. Prawat, Department of Counseling, Educational Psychology & Special Education, 4:19 Erickson Hall, Michigan State University, East Lansing, Michigan 48821-1034. If a suirable candidate pool is not identified by the deadline date, late applications will be accepted.

Assistant Professor in Educational Statistics and Research Design

Responsibilities include (1) teaching graduate-level courses (including advanced seminars), (2) conducting and publishing research leading to an improved understanding of quantitative methods in educational research, and (3) applying these research methods toward improved understanding of the prublems of educational practice.

Desirable qualifications: Ph.D. (or equivalent) in Educational Statistics and Research Design. ABD candidates with exceptional experience will be considered. Candidates should have a demonstrated interest and competence in the application of statistics to research on the problems of school learning, classroom teaching and/or educational policy. Preference will be given to candidates with demonstrated success in teaching and research.

MSU is an Affirmative Action, Equal Opportunity Institution 

Biology, Chemistry, Mathematics, and Physics Instructors

Are you a recent science master's or Ph.D. graduate with atrong teaching or T.A. experience in core undergraduate sciences coursework? Do you also: Have outstanding teaching ability and superlative understanding of your specialty?

Have superior communication skills and make a consistent effort in your pedagogy? Make effective use of humor in class, and show a genuine concern for your students?

If so, you may be interested in Hyperlearning. We are an educational services company adjacent to the campuses of U.C. San Diego, U.C. Irvine, and U.C. Los Angeles. ✓ A position of key responsibility with management potential in an expanding educa-

tional services company located near major universities.

The opportunity to work with a team of equally talented and dedicated educator committed to full-time curricular improvement, including C.A.I./multimedia.

Freedom to teach and continually modify your courses in the manner that you see fit.

✓ U.C. caliber students and minimal grading duties in classes of 24 students or less.
✓ A starting salary (35-42K/aumum, plus performance bonuses) that immediately rewards your ourstanding teaching abilities. You can be carning a base sulary of close to 50K/yr within two years of employment in our organization.

We believe no other career educational opportunity has the potential to provide as much satisfaction and reward to the truly gifted sciences instructor. If qualified, please call:

(800) 462-6266

### MEDICAL COLLEGE OF GEORGIA School of Nursing

The Medical College of Georgia, School of Nursing is accepting applications for full-time tenure track faculty positions in Augusta, beginning September 1, 1992, in the Department of Adult Nursing. Exciting opportunities in Ph.D. Program and NLN-accredited BSN and MSN Programs in The Health Science University of the State of Georgia, Master's in Adult or Medical-Surgical Nursing required; Ph.D. or DSN/DNSc preferred; experience in Adult Nursing practice, undergraduate and graduate teaching, research and publications in specialty desired. Salary competitive and commensurate with experience and qualifications, Minority applicants are encouraged. Send application to Dr. Patricia P. Lillis, Chair, Adult Nursing, Medical College of Georgia, Augusta, QA 30912; (404) 721-3843.

MCG IS AN EQUAL OPPORTUNITY, APPIRMATIVE ACTION EMPLOYER.

tions sequence for Full, 1992. Three years' practical experience in commercial or organizations of the Southern Utah University Personnel Office. 351 West Center Personnel

Computer Science: Assistant Professor, Computer Systems and Software Applications. Kannas State University-Salina, College of Technology is accapting applications for Assistant Professor of Computer Technology. Tenure-track. Responsibilities: provides instruction in classroom/laboratory, academic advising, course development, faculty committee assignments and college support activities. Baccalaure-ate degree required (Master's preferred) in Computer Science or closely related field. Intree years' related industrial experience required. Knowledge in MS-DOS, UNIX and programming experience in some of the following: C. FORTRAN, COBOJ, RPO and PASCAL. Teaching experience a plus. Candidate must be able to speak and write well in English language. Position begins August 18, 1992. Excellent benefits package. Send better of application addressed professional references (names/addressed/phone numbers) to: Thomas F. Creech, Department Head, Department of Technology, KSU-Salina, College of Technology, 2409 Scanjan Avense, Salina, Kansas 67401. Application deadline: June 15, 1992.

Camputer Services: Nationally knows has seeks programmer/analyst to condect process programmer/analyst to condect process of colors in stall and tware conversions between camputers, write conversions between the conversions of colors and support software on PCA in Required experience; programmes to the severation RDBMS languages such a severation RDBMS languages such as severation RDBMS languages and languages languages and languages language

## JAMES MADISON UNIVERSITY

Harrisonburg, Virginia

**Faculty Positions** 

James Madison University, located in the Shenandoah Valley of Virgina 54 highly selective, state-supported, comprehensive university with an embers of 11,500 students. JMU prides itself on offering an executionary for undergraduate curriculum emphasizing liberal studies. The University has a developed a select set of high quality graduate programs.

James Madison University Invites applications and nominators for the log-ing faculty positions. Please send a letter of application and the names of the references to the address listed with each announcement, lame Maken University, Harrisonburg, VA 22807. All positions are one year, non-time

Biology Primary responsibility is to teach undergraduate courses in wells brate-human physiology and human anatomy. M.S. in biology manimum a quirement. Apply to: Associate Head, Department of Biology. Economics Teach micro/macro principles and upper division courses MA reconomics required. Apply to: Dr. T. Winn Fields, Department of Economic Health Education Teach graduate and undergraduate dasses in health education. Teach graduate and undergraduate dasses in health education, sexuality and other health education related courses in SOPHEANE approved program. Additional responsibilities include research, gram work and community service. Doctoral degree in health education and expense preferred. CHES preferred. Apply to: Dr. Stephen Stewart, Department of the program.

Psychology Primary responsibility will be undergraduate instruction. Docu-ate preferred. All subspecialities consistent with undergraduate psychologi major will be considered. Apply to: Search Committee, Department of Psyci-

preferred. CHES Health Sciences.

Speech Pathology and Audiology Speech-language pathology circled spervisor. CCC-SLP with experience in clinical supervision. Full-time supervisor of graduate and undergraduate students in a university Speech and Having Center, and occasionally providing direct clinical services. Apply to: Dr. Narcy O'Hare, Department of Speech Pathology and Audiology. Screening of applications will begin immediately, and will conduct unbishable applicants are found. The starting date for these positions is August 8.

James Madison University is an Affirmative Action, Equal Opportunity in ployer and especially encourages applications from minorities and women.

### Knight Chair in Journalism

The School of Journalism and Mass Communication at the University of Noth Carolina at Chapel Hill is scarching for an exceptional person as a full processor in an endowed chair in one of the most highly regarded journalism communication units in the country. The chair will provide not only a saley stipend but also funds for travel and other support.

This Knight Chair in Journalism is one of the prestigious series being esta-lished by the Knight Foundation, each funded with a \$1 million endowment

Description of the Position: This endowed professorship will be deviated to basic research on the future of mass communication, especially nexpeating papers. The holder of this Knight Chair will play a leading role in setting the national or international mass communication agenda by conducting research and transmitting the findings to students and professional not only through courses but also through an array of special activities.

composed of faculty members and students, and university and industry representatives appointed by the dean of the School. The personselved must command respect in the field. In addition to research, he ask would teach and advise students and conduct service work. Qualitations include demonstrated or potential excellence in teaching, research and leadership. Search: An intensive search is being conducted. The search committee

Date Applications Will Begin to be Reviewed: September 4, 1992 Starting Date: Preferably January 1, 1993. July 1 possible.

Applications: Each applicant should send a complete letter, resund, starment of three to live pages (double-spaced) on how the person wold hope to use the chair, and names of at least three references and other supporting materials to:

Dr. Margaret A. Blanchard
Chair, Search Committee
School of Journalism and Mass Communication
University of North Carolina at Chapel Hill
Campus Box 3365
Chapel Hill, NC 27599-3365
Tel: (919) 962-1204
Fax: (919) 962-0620

The University of North Carolina at Chapel Hill is an Equal Opporturely, Affirmative Action Employer and encourages applications from all qualitations. Applications from minorities and women are encouraged.

are at both the graduate and undergraduate levels and could include vector and raster image processing, two dimensional design and printing, three dimensional and computer added design (CAD), and hypercard and multimedia animation. Candidates should hold a matter? a degree in a relevant design discipline with computer gruphics experities. Teaching experience is desirable. Candidates should send a letter of application, résumé, sides of recent work or other supporting materials and the names of three references to: Dennis Publish, UC School of Design. Cincinnati, Ohio 45221-0016. Review of material will begin june 1 and continue until the position is filled. AA/ EOR.

### Southeastern Louisiana University Hammond, LA 70402

Visual Arts: Visiting Asst. Prof., one-year appointment. Ph.D. preferred; Ancient Cultures or European with two years' teaching experience beyond teaching assistantiship. Strong commitment to professionalism in research and teaching. Teaching load of 12 hours per semester; appropriate departmental, university and professional functions. Salary commensurate with qualifications and experience. Submit application, résumé, three letters of reference and OFFICIAL transcripts by June 8, 1992, to: Mr. Roy Blackwood, Head Department of Visual Arts. P. O. Box 765, SLU, Hammond, LA 70402.

Communication and Theatre: Visiting Asst. Prof. with expertise in organizational, interpersonal and rhetorical communication. Position will be readvertised for 1993-94 academic year; hiree will be eligible to reapply. Ph.D. in Communication required for tenure-track appointment; M.A. or A.B.D. considered for one-year appointment. Salary commensurate with qualifications and experience. Submit application, resume, three letters of reference and OFFICIAL transcripts by June 1, 1992, to: Dr. Win Welford, Head, Department of Communication and Theatre, P. O. Box 451, S.U., Hammond, LA 70402.

tion and Theatre, P. O. Box 451, SLU, Hammond, IA 70402.

Computer Science: Three Positions: Two tenure track faculty positions at the rank of Assistant/Associate Professor: Ph.D. in Computer Science or related field. Dutles include teaching 12 semester hours of both lower and upper-division courses. We are interested in persons who are dedicated to teaching and professional service and whose research specialliles include software engineering, data communications, networks or cognitive science. Applicants from all areas of computer science are encouraged to apply. Instructor position: Master's degree in computer Science or related field with 18 graduate semester hours of Computer Science. Qood interpersonal skills are necessary. Dulles include teaching 12 semester hours of lower-division courses. Salary for all positions commensurate with qualifications. Applications will be accepted until positions are filled. Sciid résumé, letter of application, official transcripts, three references to: Dr. Carl Steidiey, Department Head, P.O. Box 506, SLU, Hammond, LA 70402.

Southeastern Louisiana University is an affirmative action, equal opportunity employer and is actively seeking a diversified staff.

### University of Arkansas DEPARTMENT OF **HOME ECONOMICS**

The Department of Home Economics invites applications for the following 4-month, non-tenure track position to begin August 17, 1992. Rank and salary dependent on academic preparation and professional experience. Submit a letter of application, resume including educational background and professional experience, silled she to differ the submit of all the submit of all the submit of all the submit of all the submit of academic work by June 5, 1992 to:

Dr. Mary M. Whan, Head 118 Home Econoxiles University of Arkansas Fayetteville, AR 72761 501-575-4310

Quality artions. MFA. MA, or MS degree in Interior Design or related fields. Professional practice and leaching experience desirable. Commitment to leaching, scholarly/creative activity, and public service accessary. Support education of interior designers through home economics. Membership in ASID, IBD, or IDEC desirable. Responsibilities: leach undergredunte design drafting and additional courses in at least three of the following areas: basic and advanced residential and commercial interior design studios, detailing and working drawings. Jectures in history of interiors, professional practices, introduction to interior dosign, interior interials and resources, lighting, human factors and presentation techniques. Supervise students in summer internship program. Academic advising, committee work, student organizations, and participation in curriculum development.

THE UNIVERSITY OF ARKANSAS IS AN EQUAL OPPORTUNITY, AFFIRMA-TIVE ACTION INSTITUTION, PERSONS HIRED MUST HAVE PROOF OF LE-OAL AUTHORITY TO WORK IN THE UNTIED STATES.

### **OLIVET COLLEGE** Athletics/Physical **Education Positions**

Olivet College, a four-year liberal arts institution with an enrollment of approximately 700 students, invites applications for full-time coaching and teaching positions. Olivet is a member of the Michigan intercollegiate Athletic Association and NCAA Division III.

Responsibilities: coaching and recruiting for two of the following women's sports: basketball, cross-country, golf, softball, swimming, and volleyball. These positions include teaching courses in the Physical Education and Health Department. In addition, one position will include responsibility as the Women's Athletic Director.

Qualifications: Master's degree in HPER or related field plus coaching and teaching experience required.

teaching experience required.

To apply, send a letter of interest, résumé, salary requirements and the names, addresses, and telephone numbers of three references to Dr. Kevin P. Rabineau, Chairperson of the Department of Physical Education and Health, Olivet College, Olivet, Michigan 49076, Review of applications will begin june 1, 1992, and continue until the positions are filled. Olivet College is an equal opportunity employer and encourages applica-tions from women and minorities.

His Assist with program planning and Natural Resources, Delaware State ColHis Assist with program planning and Natural Resources, Delaware 19901. Delaware student development classes and provide student of the cooperative extension legs. Dover, Delaware 19901. Delaware Directions, Dutles in the Center for New Program of the cooperative extension legs. Sing of Componyment Security. 401 South South State of College, 1 South, Chicago, Ellinois. Maxine Counts, Reference of College, 1 South, Chicago, Ellinois. Maxine Counts, Reference of Composition, Tenure with qualifications and experience. Duties and responsibilities in the areas of heavyfeith and particular or related field, and construction prescribes and construction prescribes. Assist with program planning and experience. Duties and construction prescribes and experiences. Cuties and construction prescribes and experiences (additionally the common operations management with qualification experiences and phone numbers) to Dr. Gramment of the College of Technology. 1100 and phone numbers of College of Technolog

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### **Chaired Professorship in Advanced Telecommunications** Technology

Georgia tech is seeking a distinguished scholar for a Chaired Protessorship in Advanced Telecommunications. We seek a broadlybased individual who has made significant contributions to this rapidly-evolving field resulting from the convergence of the computing, consumer electronics, broadcasting/content origination, cable TV, and traditional telecommunications industries. We believe this field will dominate and define the information society of the future. The chair holder will help to shape this future by taking a leadership role in defining and carrying out an active, internationally-recognized research and development program.

This Professorship is an initiative of the Georgia Center for Advanced Telecommunications Technology (GCATT), an innovative and dynamic alliance of the Georgia State Government, private industry, and the State's research universities (Medical College of Georgia, University of Georgia, Emory University, Georgia State University, Clark Atlanta University, and Georgia Institute of Technology). The Center will facilitate the integration of the five in-dustrial groups which define Advanced Telecommunications to baneful the quality of tile and promote aconomic development in Georgia, throughout the US and internationally.

The Center will conduct basic and applied research centered The Center will conduct basic and applied research centered around a number of Chaired Professorships, of which this is the first and most broadly-based. As such, the chair holder will have a major impact on GCATT's research directions by developing a research and development program of international quality which furthers the objectives of the Center by drawing upon the many consumers of Geografic Tests, the many respectives of the Geografic resources of Georgia Tech, the member schools of the Georgia Research Alliance, and the many Georgia-based companies which are forming GCATT.

The chair will be located in Georgia Tech's new College of Comput-ing, with additional appointments in other academic units at Georgia Tech or other GRA schools based on the chair holder's background and interests. Kindly submit letters of nomination/application, resumes and the names of at lease five references to Prof. James Foley, Search Committee Chair, Code CHE-79, College of Computing. Georgia Institute of Technology, Atlanta, GA 30332-0280. Full consideration will be given to applicants whose dossiers are received no later than July 1, 1992.

An Equal Education/Employment Opportunity Institution.

# Georgia Tech-

### **FACULTY MEMBER**

To teach Sociology courses at DUNDALK COMMUNITY COLLEGE, a mid-size community college in Saltimore County, Maryland. Full-time, tenure-track position beginning in the Fell 1892 semester. Excellent ealary and fringe benefits package including comprehensive health in surence and non-contributory retirement plan. Cendidates must posses a Master's Degree in Sociology and one year's secondary or adult teaching experience. Cell for further details and application: 410-285-9789. Completed applications must be received by June 5, 1892.

DCC is an EO/AA Employer. Minorities ere encouraged to apply.

Schickedanz, Chairman, Search Committed, Cooperative Extension Service.
NMSU, Box 3AE, Las Crocea, Now Mexico
Co 88003-9026; telephona 1503 664-3016.
Dendline for letter of application, returned,
unofficial transcripts, names, addresses
and phone numbers of three references:
June 30, 1992, New Mexico State University is an EEO/AA.

Counseling Pull-time appointment. Master's degree in Counselins or related field
ter's degree in Counselins or related field

Counseling Full-time appointment. Master's degree in Counseling or related flaid required. Three years' apperience, strong communication alkills, ability to work with a variety of people and teachine experience designable. A dual appointment. Duties in the Student Counseling Contert: Individual and strong counseling, scatemic set sing for undeclared students, work with the oritopastion program, an opportunity, to teach

bridging services with the Center for New Directions: Builes in the Center for New Directions: Facilitate a situale-parent program for non-traditional age students, teach employment readiness classes, provide intake assessments, crisis intervention and reform!, Send letter of application, resume, 1 references to Personnel, Lewistonical State College, Bh. Avenue and 6th Street, Lawiston, idaho 83501. Applications will be reviewed beginning June 12, 1992. AA/EOB. Counteling Counselor, Mountain Empire Community College invited applications for a full-time, 9-month faculty position in counseling effective August 16, 1992, Rank of Institutor or Agaistant Professor, Salary from \$21,859 to \$32,694. Minkenum of a master's degree in Chidance and Counteling. Personal, academic and career counseling apperience is required. The stent candidate will possess experience and skills in working with high-risk and nortraditional students. Proficiency in oral and written communication is required. Apolicants should be committed to the philosocents should be committed to the philosocents.

Counseling/Psychology: Troy State University at Phenix City, Alabama. Tenurs-irack position at assistant professor level, effective September 1, 1992. Estred doctorate in Counseling, Counseling Psychology or



ASSOCIATE/FULL PROFESSOR: STRUCTURES/GEOTECHNICAL

The Howard R. Hughes College of Engineering at the University of Nevada, Las Vegas, seeks applicants for two faculty positions in the Department of Civil and Environmental Engineering. The candidates will be expected to develop new funded research programs, help in enhancing the existing Ph.D. program, and to have teaching duties. Applicants must have a research background in geotechnical or structural engineering. Experimentalists preferred. Applicants must have a Ph.D. in Civil Engineering or closely related field. Applicants must also have experience in the advising of doctoral students. A record of distinction in teaching, research, and service is required. Professional registration or eligibility to take the PE exams is strongly

UNLV is rapidly expanding and developing. Its engineering programs have a solid research base and a new \$15 million engineering complex. The undergraduate programs are ABET accredited, and the graduate programs are growing rapidly. The Department of Civil and Environmental Engineering has eleven faculty and an enrollment of about 100 undergraduates and 20 graduate students. Current faculty research interests include: geoengineering, rock mechanics, structures, finite elements, pavements/highway materials, fluid mechanics, transportation, environmental engineering, hazardous materials management, and mining. The faculty are heavily involved in externally funded research.

The Department has modern, well-equipped laboratory facilities including a variety of micro and minicomputers. The faculty have access to a resident CRAY Y-MP, and the structural/geotechnical laboratories are equipped with state of the art equipment such as axial-triexial machines. The appointments may begin Fall, 1992. Applications must include a vitae. Three letters of reference must also be forwarded with phone numbers. Applications will be accepted until the positions are filled. Send applications to: Dr. William R. Wells, Dean, Howard R. Hughes College of Engineering, University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, Neveda 89154-4005.

The University of Nevada, Las Vegas is an equa opportunity, affirmative action employer and encourages women and minorities to apply. UNLV employs only U.S. citizens and aliens authorized to work in the U.S.

A YOUNG, PROUD, AND GROWING UNIVERSITY

### **ENGLISH EDUCATION**

English Education, Assistant Professor, tenure track, beginning August. 1992, in a program of bacholor's, master's, and doctoral degrees. Requires a doctorale in English Education, with emphasis in Illerature, theteric/composition, or language; or a doctor in English with aducational experience. Secondary or middle school teaching experience assential. Research skills and experience in emerging technologies and literacy issues as they relute to the field are preferred.

Duties: Undergraduate and graduate instruction and advising, student teaching supervision, and service assignments. Interest in pursuing cooperative research activities desirable. Salary range: \$32,000 to \$35,000. A lotter of application, vita, and three academic references (with telephone numbers) are due by June 1, 1992 to Dr. Pennis Carroll, Chair, English Education Sperch Committee, 209 Carothers Ifall, Florida State University, Tallahassee, Florida 32306-

FSU IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER

Counseling Substance Abuse Educations Director, Middle Barth Drug Education/Crais Intervention Program. 2 month postion starting Summers will 1992. The Director will provide campus-wide leader hip for alcohol and other drug abuse prevention and other drug abuse prevention netivities, and supervise the provision of poer assistance services, including telephone holling, staff training/development, and pear education programming with special populations, including telephone programming with special populations, including telephone and the disabled is preferred. In addition, and the disabled is preferred. In addition, directory will be the provision of poer assistance and educations of programming with special populations, including women, ethnic animerities, and the disabled is preferred. In addition, and the disabled is preferred. In addition, and the disabled is preferred. In addition, trulning is provided for anduste students in the Counseliap/Clinical Psychology, and Social Work programs. Qualifications: Now York State Beensed for Idense eligible) Clinical/Counseliag Psychologist, or Social Worker. Experience warking with a university/college community is preferred. Salary: Sulary is highly competitive and negotiable, based on credentials and experience. Send letter of interest and current vits to: Estels M. Rivero, Ph. D., Assistant Vice President, Department of Health and Counseling Services, University at Albamy, State University of New York, Albamy, New York 12222. Special Note: The University at Albamy is an Equal Opportunity, Affirmative Acilon Employer. Applications from women, minurity persons, handicapped persons, and/or special disabled or Victniam era veterans are especially welcome.

Counselor Education: University of Hous-

ence. Send letter of interest and current via to: Estela M. Rivero, Ph. D., Assistant Vice President, Department of Health and Counseling Services, University at Albany, State University of New York, Albany, New York 1222. Special Note: The University at Albany is an Equal Opportunity, Affirmative Action Employer. Applications from women, minurity persons, hamilcapped persons, and/or special disabled or Victnamers veterans are especially welcome.

Courselor Education: University of Houston-Victoria, Assistant Professor, tenure-track, Division of Education, to teach upper division and graduate courses in achool counseling, educational psychology, and psychology. Requirements: Ph. D. Rd. D.

Carson-Newman College is seaking to fill the following positions for fall, 1992 COMPUTER INFORMATION SYSTEMS (CIS)
Position Instructor/assistant professor, entry level. Required Master's in CIS, leaching experience Responsibilities leach lower and upper level CIS courses from DPMA/ACM recommended curriculum

CIS/ACCOUNTING Position Instructor/assistant professor, entry level Required; Master's (account-ing degree preferred) and teaching expanence Responsibilities, teach Word Processing, DATABase, Spreadsheet, accounting, possibly other business

EDUCATION Position: Assistant Professor (2 positions). Required. Doctorate, expertise in reading or social studies or research methods, public school experience/certification. Responsibilities leach undergraduate and graduate courses, supervise student leachors and master's thesis students.

SPECIAL EDUCATION

Position: Assistant Professor Required: Doctorate in special education, public school experience/certification. Responsibilities: teach undergraduate and graduate courses in special education and curriculum/instruction, supervise student leachers and master's thesis students.

teachers and master a thesis students.
All positions tenure-track; salary commensurate with experience; benefits include college-paid retirement plan and fultion waiver for dependents. Deadline: June 15, 1892 or until a suitable candidate is found.
For CIS and CIS/ACCOUNTING, apply to: Me Phyllis Driver, Coordinator of Business Division, for EDUCATION and SPECIAL EDUCATION, apply to: Dr. Ronald Midd.Iff, Coordinator of Education Division; Carson-Newman College, Jafferson City, Tennessee 37760. Include résumé, transcripts, letter of Interest, names and phone numbers of three references.

phone numbers of three references. Carson-Newman College is a liberat arts college with 2,000 students located in a small town is an area renowned for its beautiful takes and mountains. We are affiliated with the Tennessee Baptist Convention and seek to be a strong Christian college We emphasize excellence in teaching and advising, faculty involvement in campus life, church and community service, and being professionally active The college is engaged in an aggressive campaign to strengthen our endowment and all aspects of our educations and student life programs. An equal opportunity engaged.

CARSON-NEWMAN COLLEGE



The Deptartment of Physical Therapy is seeking to till full time, tenure track, faculty teaching positions in physical therapy and in exercise physiciogy.

#### PHYSICAL THERAPY

praduate of an accredited program in physical therapy occiorate degree preferred, Master's acceptable (xp. in musculcakeletal or neurological or cardiopulmo iligible for ficensure in the state of Massachueetts. Rank and Salary, commensurate with experience. Length of Contract: one scademic year of nine months. Starting Date, 9/1992 Closing Date for Applications: 5/30/92

### **EXERCISE PHYSIOLOGY**

Rank and Salary: commensurate with experience Length of Contract: one codemic year of nine months Starting Date; 9/1992 Closing Date for Applications: 5/30/1992

Positions are contingent upon funding.
Contect: Joseph A. Dorsey, P.T., Ed.D., Chairman, Dept. of Physical Therapy, University of Massachusetts Lowell, Lowell, MA 01884; (508) 934-4517. The University of Lowell is an Equal Opportunity, Affirmative Action Employer. Title IX, 504 Employer.

### NORFOLK STATE UNIVERSITY SCHOOL OF EDUCATION

Head, Department of Secondary Education and School Leadership

Nominations and applications are invited for the position of department head for the Department of Secondary Education and School Leadership. Qualifications include an earned doctomate in administration and/or curriculum and instruction; strong competency in the uses of videro and computer technology in education; though years of administration experience in the public schools, a strong record in fixed management, grant writing, public relations and instructional leadership, university teaching experience; and public school teaching experience at the high school level.

Applications must include a letter of application, vits, three current letters of recommen-ation, and copies of graduate transcripts. To receive full consideration, all materials should e postmarked by June 18, 1992. Send application package to:

Danitel, Cluft; Counselor Education Search
Committee: University of Houston-Victoria; 2506 E. Red River; Victoria, Texas
77901-4450; 512-576-3151. extension 288.
The University of Houston-Victoria is an
upper-division/graduate institution of 1,200
commuting atudents serving a 15 country region sharing a campus with The Victoria
Coffee, a 2-year institution of 3,500 students. An Affirmative Action. Equal Opportunity Employer.

Criminal Justice: University of North Texns. Criminal J

Criminal justice/Political Science: The University of Pindlay Invites applications for a tenure-track position at the rank of instructor or assistant professor starting. August, 1992. Teaching assignments will be 34 in a

Curriculum and instruction; Department Head, Department of Curriculum and In-struction and Director of new Master of Arts in Teaching Program, College of Edu-cation, University of Arkanses, Payette-

ichools, Qualifications: Doctoral degree from a recognized university, have at least five veprs of university experience (preferably administrative), an excellent record of research/scholarly activity, strong interperaonal skills, and must qualify for associate professor rank or preferable for professor rank in a program within the Department of Curriculum and instruction. Rank: Prufessor or Associate Professor, tenure-track. Salary: Commensante with experience, but competitive. Beginning date: Prefer August 13, 1992, but negotiable. Deadline for application: Screening will begin on June 8, 1992, and continue until position is filled. Procedure: Send letter of application, résumé, official transcripts of all college credita sepred to date, and three current letters of reference to Dr. Met R. Frattice, Associate Dean for Research and Chaduste Studies and Search Committee Chairperson. 214 Oraduste Education Building, University of Arkansas, Fayetteville, Arkansas 72701; 501-573-4239. Applications, from women and mignites are encouraged. The University of Arkansas is an equal opportunity, affirmative action institution.

ville, This is a 12-month position. The comprehensive Department of Curriculum and instruction has 43 faculty members and confers the baccalaurente (B.S.E.) through the Doctor of Philosophy (Ph.D.) degrees. Programs in the department are Elementary Education, Middle Level Education, Secondary Education, Special Education, Secondary Education, Special Education, and Speech Pathology/Audiology. Duties: Administer undergraduate and graduate programs, research activities, and service lunctions; faculty recruitment; faculty development; faculty evaluation; curriculum planding; administer department budgets; represent department to university, public schools, state education agencies and national educational professions: establish effective collaborative working reletionship with all constituents, especially public schools. Qualifications: Doctoral degree from a recognized university, have al least

ilon has been filled. West variable in the series of the s

Education and Sport Studies, one-year uppointment, Dance Lecturer. Director of
dance company performances, concer
production and instruction. Director of
the company performances, concer
production and instruction preferred.
College teaching preferred. Estensies
background in dance, including choreography, jazz (all levels), jap telementaryintemediatety, and ballet. Position serves at its
rector of University Dance Coopean.
Onalifications: a) Master's degree or kPA:
b)college/professional teaching experience;
c) concert production and choreography
experience; d) technique instruction in it
choreography, 2) jazz (all levels), 31 aptéementary/antermediato), 4) ballet. Salarycommensurale with qualifications. Arpointment date: August 14, 1992. Agelion procedures: seend letter of application
with transcript, résumé, and three letter of
Chairman, Dage.

non proceedings and three letters with transcript, resume, and three letters recommendation to Chairman, Dance scommendation to Chairman, Dance Scench Committee, O. Box 5116, 83 Collseum, West Virginia University, Morchattowa, West Virginia 26506-616, Application deadline: June 8, 1992, or until position has been filled. West Virginia University is an AA/EEOE Institution.

### DIVISION OF EDUCATION

Applications for two tenure-track positions with rank of Professor, Associate Professor, or Assistant Professor are invited. The positions are in ELEMENTARY EDUCATION and EDUCATIONAL ADMINIS. TRATION & SUPERVISION.

Applications are also invited for a 12-month tenure-track position in CIFTED/TALENTED EDUCATION with rank of Associate Professor or Assistant Professor. The position is a dual appointment in Gilled Talented Programs and the Division of Education.

Elementary Position: Academic preparation to teach undergraduate and graduate teacher education classes, experience or interest in program development, work experience in methods in elementary school mathematics addressing NCTM standards preferred.

Educational Administration & Supervision (search continued): Academic preparation to teach undergraduate and graduate teachereducation classes, experience, or interest in program development, work experience in school-based administration and/or supervision. Cified/Talented Education: Ability to assist in the day-to-day administration of programs for the academically gifted, and academic preparation to teach the graduate level gifted/talented curriculum.

tion to teach the graduate level gifterbialented curriculum.

RESPONSIBILITIES: Teach undergraduate und/or graduate course as appropriate to area of expertise; recruit and advise students; perform service, program review, and development activities; engage in scholarly activities; sock and secure outside funding; model computer-aided instruction. Additionally, the Assistant Director of Gifted Talented Education will assist in the day-to-day management of the University programs for the academically gifted as a major portion of the workload. (Teach graduate courses as appropriate to area of expertise; model computer-aided instruction; participate in program development recruit and advise students; perform service activities; engage in scholarly activities.) APPLICATION DEADLINE: Screening begins immediately. Open

Elementary and Educational Administration & Supervision Sendlet-ter of application, vita, transcripts, and three letters of recommendation to Dr. Sandra McCalla; Gifted/Talonted send same to Dr. Sandra McCalla and Dr. Robert Sawyer:

Northwestern State University is an Equal Opportunity, Affirmative Action Employer.

### The Clement Muchl Chair in Communication Arts

reast Lavinity School is taining a junior position in communication are to tain attudents in public speaking and preaching, to explore media and the art as opportunities to communicate the gospel, and to assess theologically the broader dimensions of contemporary communication. The appointes will work closely with faculty in preaching, religion and the arts, liturgy, and chapsinglets:

Yale is an Affirmative Action, Equal Opportunity Employer.

NORTHWESTERN STATE UNIVERSITY OF LOUISIANA

SALARY: Competitive, Based on qualified experience.

QUALIFICATIONS: An earned ductorate in the designated field skill, antion interest in modeling computer-aided instruction, and a publication record or demonstrated ability to contribute to the research literature.

Dr. Robert Snwyer, Director Gifted/Talented Programs Northwestern State University Natchitoches, Louisiana 71470

Dr. Sandra A. McCalla, Director Division of Education Northwestern State University Natchitoches, Louisiana 71470

Yale Divinity School is filling a junior position in communication are to train

Candidates are expected to have theological training, demonstrated academia accomplishment, and an advanced degree in the area of speech and communications.

Deadline for applications is September 1, 1992. Appointment is effective July 1, 1993.

Inquiries should be sent to Thomas Ogietres
Dean
Yale Divinity School
409 Prospect Street
New Haven, CT 06511

### FACULTY MEMBER / PROGRAM DIRECTOR

**BULLETIN BOARD: Positions available** 

WESTERN MICHIGAN UNIVERSITY

**FACULTY POSITION** 

Industrial Engineering

A mo-year term position at the assistant/associate level is anticipated in the Opparment of Industrial Engineering starting September 1992. Duties include teaching undergraduate and graduate courses on and off-campus, advising undergraduate and graduate students, supervising MS theses and projects and conducting research. Candidates must have an earned Bachetur of Science in engineering and an earned Ph.D. in Industrial Engineering or elated field. Prior college teaching and research in management, organizational design and theory, employee relations, managerial hudgeling and cost accombing are preferred. Industrial management experience is desired as well as a demonstrated commitment to equal employment opportunity and design of Affirmalive Action.

the goals of community occuping the Industrial Engineering Department offers undergraduate programs in Industrial Engineering Administration, and graduate programs in Engineering Management, Operations Research, and Industrial Engineering, Currently the Department has 9 faculty, 225 undergraduate, and 175 graduate students. The Grand Rapids campus offers an undergraduate degree and two graduate degrees serving approximately 150 students.

degree and two graduate degrees serving approximately 150 students. Western Michigan University has a Carnegie Doctoral I classification, the only one of its kind in Michigan. It is one of five graduate-intensive university in Michigan. The University consists of 6 degree-granting colleges, a Graduate College, and an Horours College, and has an enrollment exceeding 8,000, with approximately 25% at the graduate level. Kalamazou, the educational and cultural center of Southwestern Michigan, is the home of the strength of the graduate of the college. The college of the strength of the graduate of the college of the c

Grand Rapids is furcated 45 miles north of Natamazon.

Salary for the position will be commensurate with the applicant's experience and background. Please submit application with three references to Dr. Tarin Gupta, Search Committee Chair, Department of Industrial Engineering, Western Michigan University, Kalamazoo, MI 49008; phone (616) 387-3737. Applications received before June 15, 1922 will receive full consideration. Western Michigan University is an Equal Opportunity Employer. In addition, it has embarked upon a vigorous affirmative action program and encourages the applications of women and members of minority groups who are qualified for this position.

**GETTYSBURG** 

Gettysburg College is seeking applications for a visiting scholar to participate in the College's 1992-93 Caribbean Ara Studies program. Gettysburg College is a highly selective liberal arts college located within an hour and as-half at the Washington/Baltimore area. It is an affirmative action, equal opportunity amployer; women and minority candidates are encouraged to apply. The triffing scholar will beach two courses and semiseter in

and minority condidates are encouraged to apply. The visiting scholar will teach two courses each semester it may so there is specially and assist in a year-long interdisciplinary seminar on the Caribbean. Expertise is welcomed especially in the areas of anthropology. Sociology, women's studies/women and development. Matery, music or art. Longth of appointment is negotiable, for either the full academic year or one semester. Send when and letter of application to: Dr.

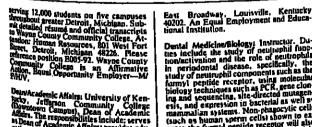
emester. Send résumé and lotter of application to: Dr. Lisa Portmess, Global Studios, Box 404, Gettysburg College, Gettysburg, PA 17325. Review of candidates to begin immediately and continue until position is tilled. Salary is commensurate with experience. Housing is

Area Studies/The Caribbean

well as a demonstrated community the goals of Affirmative Action.

For The Child Development/Early Childhood Education Program at DUNDALK COMMUNITY COLLEGE, a mid-size community coilege located in southeastern Baltimore County, Maryland. Full-time, tenure-track position beginning in the Fall 1992 semester. Excellent salary and fringe benefits package including comprehensive health insurance and non-contributory retirement system. Candidates must possess a Master's Degree in Child Development or a related field and one year's secondary or adult teaching experience. Call for further details and application: 410-285-9769. Completed applications must be received by June 5, 1992.

DCC is an EO/AA Employer. Minorities are encouraged to apply



Dean/Academic Affairs: University of Kenbetty. Jefferson Community College
flowstown Campus). Dean of Academic Affairs. The responsibilities include: serves as Dean of Academic Affairs. The responsibilities include: serves as Dean of Academic Affairs; provides educational and responsibilities include: serves as Dean of Academic Affairs; provides educational and services, business affairs: library, and increasing the Qualifications: earned occurred; 3-5 years successful academic dashiptative experience; understanding and comminment to community college includes the configuration of the community of the college with the community of the college with the col

Dental Medicine/Biology: Instructur. Dutes include the study of neutrophil function/activation and the role of neutrophils in periodontal disease, specifically, the farmyl peptide receptor, using molecular biology techniques such as the farmyl peptide receptor, using molecular biology techniques such as PCR, gene cloning and sequencina, site-directed musageners, and expression in bacterial as well as mammalian systems. Non-phagocytic cells is, and expression in bacterial as well as mammalian systems. Non-phagocytic cells the studied. Applicant will be involved in the studied applications are: M.S. degree in Oral Biology; relating in the farmyloger with an interest in the studies. Applications are: M.S. degree in Oral Biology; relating in the farmyloger with an interest in the studies. Applications are: M.S. degree in Oral Biology; relating in the farmyloger with an interest in the studies. Applications are: M.S. degree in Oral Biology; relating in the studies of functional and cytotoxy ic assays of NK cells in respect to neutrophils, as well as Defension molecules and specifically in relation to periodonal disease; research abilities in functional and cytotoxy ic assays of NK cells in respect to neutrophils, as well as Defension molecules and publications proposective minority and women candidates.

Design: History and Theory. The University of Cincinnant's School of Design is seeking and and cytotoxy and Theory. This is a termine interval that and cytotoxy and the proposective minority and women candidates.

Design: History and Theory This is a termine mich positive recognized meetings. Fixe days, 73.5 hour research publications are: Apply with curries week, \$22,000 annually. Apply with curries are about the graduate and intergraduate levels. Candidates sho



NURSING FACULTY for NLN-accredited baccalaureate nursing program starting Foll, 1992. Full-time tenure-track position (September through May) teaching nursing core of adults to juntor and senior majors in both acute care and community settings. Minimum qualifications: MS degree in nursing with specialization in med/surg/community nursing. Preferred qualifications: MS degree in nursing with specialization in med/surg/community nursing, experience in teaching and a doctorate in nursing or related field. Salary communisments with educational preparation and experience. Soul letter of application, résumé, and names of two references to Edna P. Suxton, Chair, Department of Nursing, Hartwick College, Oneonta, New York 13820. Deudline for application: June 12, 1992. EOE.

### CENTRAL TEXAS COLLEGE

Faculty Vacancies - Fail Semester 1992

ADN PROGRAM INSTRUCTORS: A Master's Degree in Nursing is required A minimum of live years' recent nursing experience is required, preferably with one of those years in teaching. Must be currently licensed to practice as a Registered Nurse in Texas.

In Texas

DEVELOPMENTAL STUDIES WRITING INSTRUCTOR: A Bachelor's Degree in English from an accredited college or university is required. A Master's Degree in preferred. Three years' teaching expanience is required. A master's Degree in preferred. Three years' teaching expendence is required.

ENGLISH/JOURNALISM INSTRUCTOR: A Master's Degree from an accredited college or university with 18 graduate hours in both English and Journalism is required. Three years' teaching septence at the post-secondary or secondary level in an appropriate academic discipline is required.

MICROBIOLOGY INSTRUCTOR: A Master's Degree from an accredited college or university with 18 graduate hours in Biology or a related Science is required. One year of teaching experience is preferred.

CENTRAL TEXAS COLLEGE IS A TWO-YEAR COMMUNITY COLLEGE PROVIDING ACADEMIC AND VOCATIONAL-TECHNICAL PROGRAMS WORLDWIDE. ITS MAIN CAMPUS IS LOCATED ON A BEAUTIFUL 560-ACRE SITE BETWEEN KILLEEN AND COPPERAS COVE, TEXAS.

Applications and other information may be obtained by contacting:

applications and other information may be obtained by contacting CENTRAL TEXAS COLLEGE P. O. BOX 1800 KILLEEN, TEXAS 76540-9990

CENTRAL TEXAS COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER.



### **CHAIR**

**Elementary Education Department** Oynamic educator to head new elementary education program at small Franciscan liberal arts college. Doctorate preferred, ABD considered, Must be able to teach social studies methods and supervise student teachers. Elementary teaching experience required. Position begins Aug. 17, 1992. Salary commensurate with qualifications and experience. Review of applications begins June 12th. Applications from women and minorities encouraged. Send application letter, résumé and names and telephone numbers of 3 references to Dr. Curt Lowe, Interim Academic Dean, 400 N. Bluff Blvd., Clinton, Iuwa 52732. EOE/AA.

### **University of Arkansas** at Monticello **NURSING FACULTY**

The University of Arkansas at Monticello invites applications for a Tenure Track Assistant Professor faculty position to assist with implementation of a new Baccalaureate in Nursing program Fall 1992. Qualifications: Master's degree in nursing (Medical/Surgical or Com-Health specialty preferred). Responsibilities include classroom and Instruction, university committee work, and student advisement commensurate with experience, excellent fringe benefits. Submit a letter of application, vitae, and a list of references to:

of application, vitae, and partment Head Dr. Wilma Vines, Department Head University of Arkansas at Monticello P. O. Box 3606 Monticello, AR 71655 (501) 460-1069

initial review of applications will begin june 1, 1992. Position will remain open until filled.



**Bulletin Board** (202) 466-1050

### **ILLINOIS UNIVERSITY** AND SCIENCE ACADEMY A Pioneering Educational Community

The Academy is a three-year, public, residential school for Illinois students highly gifted in mathematics and science. The student body totals 650 students. First year students enter having completed the equivalent of the ninth grade and engage in a comprehensive, challenging and rigorous curriculum that is concept-centered and outcome-based. Teaching is defined as "facilitating discovery through interconnecting," with new models of student achievement and success serving as the criteria for outcome-based assessment.

faculty members are expected to be exemplary educators in their disci-pline and instructional skills, committed to interdisciplinary approaches, and innovative in pedagogical practices assuring student learning and success. A minimum of a Master's degree and a record of exemplary performance is required for members of the faculty.

Mathematics: Pre-calculus sequence of courses drawn from algebra, trigonometry, college algebra, and analytic geometry, and calculus Advanced courses in multi-variable calculus, discrete mathematics, data analytic geometry. ysis, number theory, advanced geometry, problem-solving and computer

Russian Russian is one of six languages taught in three levels as class-room immersions. Applicants should be able to demonstrate fluency in Russian, as well as an understanding of and ability to implement current foreign language pedagogy in proficiency oriented foreign language in-

Social Science: American studies and world studies position. Creativity and enthusiasm are essential. The concept-centered curriculum drives classroom activities that are problem-based and interdisciplinary. Applicants with specialization in geography, sociology or economics are encouraged to apply with the expectation that their expertise will be used to broaden and enrich the curdiculum.

Applications available from: illinols Mathematics and Science Academy Personnel Office 1500 West Suillvan Road Aurora, Illinols 60506

"An Equal Opportunity Employer"



St. Louis Community College at Florissant Valley seeks applicants for the position of Nursing Department Chairperson. The College offers an NLN accredited ADN Program. Requires an MSN and 5 years' exp. within the last 10 years in relevant clinical nursing practice/administration or nursing education. Prefer exp. in education to be in ADN program. Provides leadership for a dept. with 9 FT faculty and 140 students. Performs management/administrative tasks and has instructional duties. Salary: Assoc. Prof. range. Completed application and/or résumé must be received by closing date of June 15, 1992 at the ST. LOUIS COMMUNITY COLLEGE Human Resources Dept., 300 S. Broadway, St. Louis, MO 63102 or call 314-539-5221; FAX 314-539-5170. Affirmative Action, Equal Opportunity Employer.

**CHAIRPERSON** 

### SAINT FRANCIS COLLEGE

Saint Frencis College, a small, private, liberal arts college located in the picturesque Alleghany Mountains of Central Pennsylvania, invites applications for a tenure track faculty position in a Council of Social Work Education sccredited program in Social Work.

Applicants must hold a Master of Social Work, along with a minimum of two years' post-master's practice experience. Ph.D. or ABD in Social Work or a related field preferred. Safery commonsurate with qualifica-

Send letter of application and curriculum vitae by June 15, 1992 to:

Dr. Richard Grawford Assistant to the President Saint Frencis College Loretto, PA 15940-0600

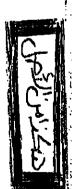
Theory with an understanding of historics—raphy, methods of acholarable and an ability to direct research at the graduate level, to direct research at the graduate level, to direct research at the graduate level, to direct research at graduate level, to direct research at graduate level, to direct research at graduate level, to distinct the fracting experience and publication are required. Candidates should submit a letter of application, and the names of three references to: Dennis Publish. (IC School of De sign, Circ Dennis Publish. (IC School of De sign, Circ De sign, Circ S, 1992 to; Development Search Chair, National College of Naturopalaic

position is filled, AA/EOR.

Development Development Writer. The Nature Conservancy, one of the nation's leading organizations committed to preserving endangered species and natural areas, tecks a Development Writer/Edisor. Requirements include a degree in English, journalism or rebret field, at least five year' professional writing experience (preferably in development communications), excellent communications, interpersonal and organizational skills and ability to work under pressure and meet deadlings. Send resume, cover letter and one writing sample to Paul Martin, The Nature Conservancy, Department Jb, 1815 North Lynn Street, Arlangton, Vigipio 22209. EOR.

Development Development Writer. The Nature Conservancy, one of the nation's leading organizations committed to preserving endangered species and natural arceas, seeks a Development Writer/Editor. Requirements include a degree in English, journalism or related fleed, at least five years' professional writing experience (preferably in development communications), excellent communications, interperations), excellent communications, interperations, excellent communications, interperations and organizational skills and shilly to you're under pressure and meet deadlings, work under pressure and meet deadlings, send resume, cover letter and one writing sample to Paul Martin, The Nature Conservancy, Department JB, 1815 North Lynn Street, Arlington, Virginia 22209. EOE.

Development Director of Development with McAmathematics with McAmathematics of McZendian and relations of McZendian and the development of McZendian and the development of McZendian and relations of McZendian and the development of McZendian and the



Is new campus tocated in the spectacular Rocky Mountains in the new campus tocated in the spectacular Rocky Mountains in the new campus tocated in the spectacular Rocky Mountains in the special position to begin August 24, 1992 \$19,828-330,734 D.O.E. and pending outcome of salary deliberations. It is not courses in introductory Surveying, Advanced Surveying, Surveying Calculations, Land Surveying is in the special position of the special position of the special positions of the special position of the spe

In population systems (US or GIS).

Information systems (US or GIS).

Information systems (US or GIS).

Interior of Adult Basic Education/Chief Examiner for GED Yesting.

There were month administrative position: begins A.S.A.P. \$26,931-\$30,047

Total production of salary deliberations. The Director is responsible for the general operation of the ABE Program which includes, but it is not limited to, the administration of both the federal and state finded local projects, supervision of ABE teachers, counseling ABE stufieds teaching, and supervision of GED testing center. Required: Maser's degree in Adult and Higher Education or in Education Administration or in Counseling. Also required is the ability to establish and maintain possional working relationships. Preference may be given to applicants withundergraduate work in Counseling and Elementary Education: experience working with non-traditional adults; community college teaching experience, knowledge and skill in working with learning disabled students; experience in grant writing, student assessment, data accountability and budget accountability, and/or experience working in Adult Basic Education in a community college setting.

Positions open until filled: however, to be assured of consideration, a risumé, all transcripts, names/addresses/phone numbers of three professoral references and a letter of application indicating exactly how you met the required qualifications must be received by mail (fax not accepted) by Personnel Services, FVCC, 777 Grandview Drive, Kallspell, MT 59001 by 4 p.m. on June 19, 1992. 406-756-3824. An AA/EEO Employer.

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Cypress and Fullerton Colleges are seeking instructors who represent the multi-cultural diversity of our students and community. Our reputation for academic excellence is dependent upon hiring professional staff who share our commitment to quality education and to providing a well-rounded experience for every student. Applications are currently being accepted for the following positions:

**FULLERTON COLLEGE** 

Business/Business Management Instructor Deadline for Applications June 5, 1992

Computer Information Systems Instructor 100% Temporary Contracts (2 each) 1992 Fall Semester Only Deadline for Applications June 5, 1992

Head Football/Head Goll/Physical Education

Instructor Deadline for Applications: June 19, 1992

Deadline for Applications June 25, 1992

Nutrition/Foods Instructor Deadline for Applications: June 5, 1992

Mathematics instructor

CYPRESS COLLEGE

Division Dean, Business/Computer information Systems Deadline for Applications: May 29, 1992

Division Dean, Fine Arts Deadline for Applications: May 29, 1992

Counselor—100% Tenure Track Position Counselor—100% Sabbatical Replacement Dearline for Applications: June 22, 1992

Registered Nursing Instructor Deadline for Applications, June 25, 1992

The filling of these positions is contingent on available funding.

Located in Orange County, 40 miles southwest of Los Angeles, Cypress and Fullerton Colleges are part of the North Orange County Community College District serving 18 cities in 16 school districts. In addition to the two colleges, the NOCCCD includes a large Adult Education Division and a successful Community Services program. The District serves approximately 69,000 students in its combined college and adult education programs.

The NOCCCD offers a generous benefits package, which includes health insurance and competitive salaries. We are committed to Affirmative Action and enthusiastically encourage applications from qualified women, minorities and

if joining our faculty interests you, please call or write for application form, which must be returned by the deadline

North Orange County Community College District Office of Human Resources 1000 North Lemon Street Fullerton, CA 92632-1318 Phone: [714] 871-4030; FAX: (714] 738-7853

ANTICIPATED VACANCIES\* - FALL/1992 Plasseu Community College is a muti-cultural Long Island two year College with an enrollment of 23,000 students. Faculty me commitment to diversity and pluralism are sought for Fall/1992

COMMUNICATIONS DEPARTMENT . INSTRUCTOR

Full-time position in Madia, instructor to teach courses in mass media, radio and television production, including studio and single camera. Competence to teach basic course in interpersonal communication is advantageous. Qualifications: Master's degree in Communicators required; Ph.D. preferred. One-year temporary position with the possibility of renewal. (Repty Box A)

LIBRARY . PERIODICALS LIBRARIAN

The Library sacks a full-time creative professional to supervise and develop its periodicals collection and serials acquisitions operation. Duties will include selection and cataloging of periodicals, coordination of the bindary process, management of technical details for college-side periodicals purchasing operations, and moving these activities to an online environment. Some bibliographic instruction activities and other professional responsibilities are required. Qualifications: ALA-accredited MLS and two years of professional library experience with periodicals. Knowledge of OCLC cataloging procedures and teaching experience destrable. (Reply 8ex B)

ADJUNCT REFERENCE LIBRARIAN

Reference the state of the day stables and for the state of the st

Part-lima liberataris for day, evening, and/or weakend hours to provide general reference service, assist in collection development, tech in the bibliographic instruction program, perform online database searches, and other professional responsibilities as assigned. Castifications MLS from an ALA accredited institution or MS in Educational Technology, two years of professional reference experience; strong interperson and communication skills. (Reply Box C)

ADJUNG I MELVIA LIBRATION PRINTING AND ADDITION OF THE PRINTING AND ADDITIONS OF THE PRINTING AD

P/T TECHNICAL ASSISTANT, AV SERVICES
Work evening hours and weekand hours in the Audio-visual Center, responsible equipment to classrooms, and supervision of student assistants. Qualifications: A visual services; valid driver's Boense required, (Repty Box E) isible for delivery, set-up, and maintenance of materies and one: Associate Degree; experience in scademic or K-12 auto

ENGLISH DEPARTMENT • NON-CLASSROOM INSTRUCTOR

ENGLISH DEPARTMENT • NON-CLASSROOM INSTRUCTOR

Writing Center of English Department: one temporary non-classroom instructional faculty member for academic year 1992-93. Possible conversion to tenura track. The faculty member selected with have the option to teach one English course/semester as peri of her/his sequer load. Major duties include individual/group tutoring, development of strategies and interaction with English faculty about asserts in composition theory/practice. The Center serves two hundred fifty students/week. Qualifications: 1. M.A. in Rhetoric, English or directly related discipline; 2. Three years of college teaching experience. Earned Ph.D. will substitute for one year of college teaching experience.

3. Two years of experience at a College/University Writing Center and/or Workshop—demonstrating ability to work with English budged elghty-two full-lime and one hundred part-time members and students at all writing levels; 4. research/publications in composition theory/practice: preferred. (Reply Box F)

Selection: (Effective Original Services and Ser

Selaries: (Effective 9/90)\*\* - Instructors: \$38,155

Adjunct Instructors: \$575.84/Contact Hour - Adjunct Technical Assistants: \$15.66/Hour

\*All positions subject to budget approval - Negotiated Selary Increases scheduled to take effect 9/92

Send specific cover letter, Indicate Reply Box Code, resume, names, addresses and telephone num
of three references Postmarked No Later Than June 5, 1992 to:

Mr. Harold Bellinger, Affirmative Action Office

### NASSAU COMMUNITY COLLEGE ONE EDUCATION DRIVE, GARDEN CITY, NEW YORK 11530-6793

### **ENGINEERING/PHYSICS INSTRUCTOR**

Closing date: June 5, 1992

Requires a masters in Engineering and Bachelors of Science in Physics or masters in Physics and Bachelors of Science in Engineering. The salary is \$26,710 to \$38,806 per year. Excellent district-paid benefit package for employee and

#### **ESL INSTRUCTOR/COORDINATOR**

Closing date: June 12, 1992

Requires a masters in the discipline. The salary is \$26,710 to \$38,806 per year. Excellent district-paid benefit package for employee and family.

> For application and information contact ALLAN HANCOCK

Personnel Services 800 South College Drive Santa Maria, CA 93454 (805) 922-6966, extension 3338

COLLEGE

Early Childhood Education: Assistant Professor of Education. Qualifications: Eargusd ductorate in early childhood education. Some tenching experience (any school lovel). Ability to leach a variety of graduate and undergraduate courses in early childhood education. Some tenching experience (any school lovel). Ability to leach a variety of graduate and undergraduate courses in early childhood education, surprise Bell pinced students, conduct research, and work with school personnel. Demonstrated commitment to professional growth and development. Major responsibilities: Teach (campus and off-campus) atudents, graduate and indergraduate; supervise a student teachers and graduate interns; undertake research and grant writing, some program coordination, seademic advising at two degree levels, and some committee work, Sajary: Negotioble, depending on qualifications and experience. Effective Date of Ampointment: September 1, 1992. Applications Send letter of application, current curriculism villag, undergraduate interns; particular and instruction, Post Office in S787, Fort Valley, State College, Fort Valley, Georgia 3 1030-298. Ag Equal Or-valley, Georgia 3 1030-298. Ag Equal Or-valley Georgia 2 2003-298. Ag Equal Or-valley groups administration beginning full 1992. Responsibilities include teaching macroeconomics, and business administra-valley groups. Professional control of the profession of the professional professions and professional prof

portunity, Allimative Action Emircoyer.

Early Childhood Education: Deportment Head, Hundingdon Collegs is pecking applications for a faculty position in early childhood education beginning in late Aurust, 1992. The person employed will also serve as Head of the Department of Education. An earned doctorate in early childhood or a related field with a concentration in early childhood is required. A minimum of three years' teaching experience in early childhood is required. Major responsibilities include teaching early childhood courses and various methods courses, supervising student leachers and advising students. This is it lenuret-rack position. Salary is commensume with qualifications and experience. Send résumé, references, and transcripts to Dr. Willard D. Top, Academic Dean, Huntingdon College, Montgomery, Alabama 36106-2148. EOV

billites include teaching macroeconomics, microeconomics, and business administration courses; ecademic advising; and occasional evening assignments. Master's required; college teaching and computer skills preferred. Excellent retirement, sick leave, disability, health and life insurance, nod continuing education assistance benefits. Please send teater of application, resumé, copies of all college transcripts, and three letters of reference to Dean of Insuraction. McCook Community College, 1205 East Third Siree, McCook, Nebraska 69001; telephone 1-800-658-4148. Application deadline: June 5, 1992.

finod settings is also required. Major responsibilities include teaching early childhood courses and various methods courses, supervising student reacters and advising students. This is nemare-track position. Salary is commensumte with qualifications and experience, Sand résumé, references, and transcripts to Dr. Willard D. Top, Academic Dean, Hontingdon College, Montpomery. Alabama 36106-2148. ECV AA.

Early Childhood Education: Hond College students, conduct research, and work with school personnel. Demonstrated commitment to professional prowth and development. Major responsibilities: Teach features and undergraduate, supervise student research, and work with school personnel. Demonstrated commitment to professional prowth and defeatures and off-campus and off-campus and off-campus and off-campus and undergraduate, supervise student research, and work with school personnel. Demonstrated commitment to professional prowth and defeatures and undergraduate, supervise student research, and work with school personnel. Demonstrated commitment to professional prowth and defeatures and undergraduate, supervise student research, and work with school personnel. Demonstrated commitment to professional prowth and development. Major responsibilities are supplied to the professional professional provise and off-campus and off-campu

**PASADENA CITY COLLEGE** 

Pasadena Area Community College District Invites applications for the following management and faculty positions for the 1992-93 academic year.

**POSITIONS AND APPLICATION DEADLINES:** 

Assistant Chairperson, P.E Assistant Dean, Economic Development Television Operations, instructor Vocational Education Coordinator

Pasadena City College is an Equal Opportunity Employer with an Affirmative Action Plan and welcomes applications from qualified women and minority candidates. The District application needs to arrive in the Office of Human Resources not later than 4:30 p.m. on the deadline date.

PASADENA CITY COLLEGE 1570 E. Colorado Blvd. Pasadena, CA 91106

818/585-7109

Lane Community College

DIRECTOR OF COUNSELING: Deadline date 6/19/92 ELECTRONICS INSTRUCTOR: Deadline date 6/12/92 DRAFTING INSTRUCTOR: Deadline date 6/8/92

For application, job description and further information please contact: Personnel Services, Lane Community College, 4000 E. 30th Avenue, Eugene, OR 97405; (503) 726-2211. LCC application must be postmarked by deadline date. A résumé may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity Institution

escarch and grant writing, some program | beginning August 15, 1992. Located in Dil-cordination, academic advising at two de- | linaham, Alaska with the field based leachcoordination, academic advising at two de-pre levels, and some committee work, Sal-ary. Negotiable, depending on qualifica-tions and experience. Effective Date of Ap-pointment: September 1, 1992. Application: Send letter of application, current curriculum vi-tae, unofilicial transcripts and three letters of recommendation to: Head, Department of Curriculum and Instruction, Post Office Box 5787, Port Valley State College, Fort Valley, Occurgia 31030-1298, Ag Equal Op-portunity, Altimutive Action Employer.

portuality. Affirmative Action Employer.

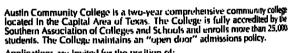
Education: Chair, Department of Education. Eleven-month position beginning August 1, 1992. Responsible for directing activities of the Department. Teach courses in value atoms of student teachers, Decionate required. Teachers expected to possess a value Social Social

linguam, Alaska with the field based teachor education program. Dectorate required
in area of education or closely related field.
Instructional expertise in the area of middie/secondary achool. Information: Center
for Cross-Regional Education Programs,
College of Rurai Alaska, University of
Alaska Fairbanka, Fairbanks, Alaska
99775-1485; 0977-474-642. The University
of Alaska is an ECO/AA Employer and Educational Institution. Persons hired by the
University of Alaska must comply with
provisions of the Federal Immigration Reporting and Control Act of 1986 and are
expected to possess a valid Social Security
Number. Closing date: June 5, 1992.

Education Assistant/Associate The Control

farred. Successful elementary or middle school classroom experience and a desire to work in preparing teachers for culturally diverse settings is required. Should demonstrate potential to conduct research and other scholarly activity. Send letter of spication and vita to Dr. Donald Nielsen, Chair, Division of Curiculum and Instruction, California State University-Los Angeles, Los Angeles, Cas Angeles, Cast Cornel 90032; Fax 213-343-4318. Education: Elementary and Professional Education. Doctorate with elementary teaching experience, reading and language arts emphasis required. Other specialization areas, especially special education, a plus. Responsibilities include teaching undergraduate and graduate courses, advising students, serving on appropriate committees and contributing to program development. Send letter of application, résume, transcripts and al least surce eletters of reference to: Dr. Joseph E. Early, Vice President for Academic Affairs, Cumberland College, Williamsburg, Kentucky 40769. Open until filled.

AUSTINGOMMUNITY



### **Paramedic Technology Instructor**

Responsibilities: Responsible for didactic and clinical instruction for EMT-Basic and CMT-Paramedic level courses. Responsible for coordination of clinical agencies, the scludiling of student clinical asignments and the maintenance of clinical/skills records. Also, maintain professional competence, assist with on-going program development and fulfill other duties of a full-time instructor.

Qualifications: Current Texas Paramedic certification or eligible; Associate's or Bachelor's degree preferred, Registered or vocational nurse certification destrable. At least three years' recent full-time experience in emergency medical care setting. Teaching experience in EMT/Paramedic setting required. Ability to plan and implement assigned courses and provide effective learning environment in classroom, laboratory and clinical areas; and relate well to lay persons and professional medical practitioners.

Salary: Subject to placement based full-time faculty scale.

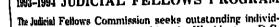
EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY

1993-1994 JUDICIAL FELLOWS PROGRAM

Applications are invited for the position of:

J# 059207 Applicant Statement of Qualifications required A complete application form and résume must be received no later than 12 Noon, June 11, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 5930 Middle Fiskville Road, Austin, Texas 78752.

NOTE: Austin Community College does not accept employment applica-tions or related correspondence via telecopy.



The Judicial Fellows Commission seeks outstanding individuals who are interested in working in Washington, D.C. within the federal judiciary. Fellows spend one calendar year (beginsing late August/early September, 1983) at the Supreme Court of the United States, the Federal Judicial Center, the Administrative Office of the United States Courts or the United States Sentencing Commission working on various projects concerning the federal court system and the administration of justice.

NUMBER OF FELLOWSHIP POSITIONS: Four

QUALIFICATIONS: Candidates must be familiar with the judical system, have at least one postgraduate degree, two or more years of professional experience with high achievement.

Multidiscipling at training and experience is desirable. isciplinary training and experience is desirable.

SALARY: Based on education and experience, not to exceed government pay schedule, GS-15, step 3, presently \$68,515.00. APPLICATION REQUIREMENTS: Candidates must submit resume, 700-word essay explaining interest in the Program; copies of two publications or other writing samples; three reference letters forwarded directly to Program.

APPLICATION DEADLINE: November 13, 1992 Interested candidates should submit materials to:

Executive Director, Judicial Fellows Program, Supreme Court of the United States Washington, D.C. 20543 • (202) 479-3374

AN EQUAL OPPORTUNITY EMPLOYER

nes lichde conduction and supervising re-serve in the areas noted above, service of chigations describing undergraduate and passasse courses. Send a letter of applica-tion locking as brief description of re-serve and the service of the service of the service of the letter of the service of the service

in supervision or curriculum development. In which is sufficiently and is supervision. It will be a sufficiently of interestinal Development. It is sufficiently deve

### NURSING

NLN-accordited Assuriate De gree nursing program is seek-ing caudidates for full-time faculty positions in legin-ning Medical-Surgical and dvanced Medical-Surgical Nursing as well as for half-time Nursing as well as for half-time position in Psychiatric Nursing, effective Sept. 1, 1992. Mastor's in Nursing required; toaching experience preferred. Send curriculum vitae by May 29, 1092 to Department of Nursing, Walsh College, 2020 Easton St. NW, North Canton, Chio 44720-3398, or call 216/490-7090, ext. 250. An Equal Opportunity, Affirmative Action Employer.

#### ANNUAL GIVING DIRECTOR

Kent Place School seeks experienced fund-raising procession-al to direct Annual Giving program. Director must plan, im-plement, and evaluate Annual rund, recruit and manage vol-

Kathleen Hanson Oirector of Development Kent Place School 42 Norwood Avenue Summit, New Jersey 07901

Kent Place is a lege preparatory school for girls, and an

### **DEVELOPMENT OFFICER**

### HELP US BUILD A SUPPORT SYSTEM

The Arthur G. James Cancer Hospital and Research Institute, located on the campus of The Ohio State University, is currently accepting applications for a Development Officer. Responsibilities include developing and directing strategies which will enhance funding for the facility's important research efforts, including planning and coordinating annual giving programs. As our key liaison between the University Development Office, Medical Center Development, Director of Finance and Senior Administration of The James, applicants should have previous experience with healthcare organizations, as well as a background in corporate and organizations, as well as a background in corporate and oundation development.

The James is approaching its second anniversary in July 1992, yet the facility has already gained national recognition, admitting patients from over two dozen states and several foreign countries. As one of only 28 Comprehensive Cancer Centers designated by the National Cancer Institute in the United States, The James offers top research and treatment facilities within a single building. It is also one of only nine DRG exempt cancer hospitals.

DRG exempt cancer hospitals.

The Ohio State University offers employees an exceptional benefits package, including full medical coverage with dental and vision care, an excellent retirement plan, a tuition waver program, a generous vacation and illness plan and access to the campus libraries and recreation centers.

For consideration, please submit resume to: Professional Employment, 141 Means Hall, 1654 Upham Drive, Columbus, Ohio 43210 or call 614-293-3047 (collect).

The Arthur G. James Cancer Hospital and Research Institute is an affirmative action/equal opportunity employer.

Institute is an affirmative action/equal opportunity employer. Qualified women, minorities, Vietnam era veterans, disabled and individuals with disabilities are encouraged to apply.

ARTHUR G. JAMES CANCER HOSPITAL RESEARCH INSTITUTE THE JAMES... THE NEXT GENERATION OF HOPE

Designated by the National Cancer Institute as a Comprehensive Cancer Center

### Northwestern Oklahoma State University

A four-year, state-supported institution with an enrollment of 2,000, Northwestern must fill the following positions by the 1982 fall semas-ter. Address inquiries to Dr. Timothy Zwink, Vice President for Ace-demic Affeirs, NWSU, Alvs, Okkehome 73717. Application deadline for all positions is June 12, 1982.

Dean of Social Sciences Professor of History To administer division of social solances and teach courses in early American history. Third-world minor area is desirable. Doctorate re-quired. Prior administrative experience preferred.

Instructor or essistant professor to teach courses in macrosconomics, money and banking, and public finance. Ons-year appointment with a second year possible. Mester's degree required; doctorate pre-

Computer Science
Instructor or assistant professor to teach introductory and upper
division courses in file processing, business Basic, programming in C
language and ADA programming. Master's degree required, doctorate
preferred.

Assistant professor to teach graduate and undergraduate courses in handicepped and learning disabilities education. Doctorate in special education preferred. Consideration will be given to ABD candidates. Public echool experience required.

Affirmative Action, Equal Opportunity Employer

Ph.D. with Georgia State University. Contract/Salary; 1902. Salary is competitive. Application procedure: Send letter of application, returner, names and phone numbers of three references, and irmacripts to: Dr. Robert O. Michael. Co. Denza Office, School of Education, Valdosta State College. Valdosta, Georgia 1698. Application, though the received by June 1. 1992 in spiritual superintendents.

ship Academy will work will teachers principals, superincendent, and school board members in Arkansas to Improve schools and uncet state and authoral education soals. It is 12-month position. Duties: Day-to-day management and administration of the Leadership Academy, organization and coordination of programs, services, and activities in the five components of the Leadership Academy; work closely with school districts, teachers, principals, superintesdents, other administrators, and achool beard members to ensure that the Leadership Academy in meeting their needs; work directly with and super yee pational and state consultants who will be implementing the programs and activities of

A Bulletin Board notice will reach the audience you want to reach persons in academe.

### **URSULINE COLLEGE Faculty Position**

Ursuline College, a Catholic Liberal Arts College, has the following full time position available beginning August 1992 school year.

Will teach education foundations and psychology courses, secondary curriculum and methods, and supervise pre-student teaching field experiences and student teaching at the secondary level. Must have Ph.D. in secondary education with a minimum of 3 years' teaching experience in an approved or chartered school. Prefer administrative experience in secondary school; college teaching experience; and, urban experience. Qualified candidates please send résumé with three reference letters and academic credentials to:

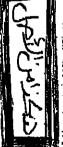
Dr. Mariin F. Larrey Vice President of Academic Affairs Ursuiine College 2550 Lander Road An Equal Employment Opportunity Employer M/F/H/V

the Leadership Academy; serve as linkon between the school districts and consultants; coordinate and supervise activities of consultants; coordinate and supervise activities of the graduate research assistants, production of reports, newsletters, and other Leadership Academy publications. Qualifications: Doctoral dearce from an accreticed university/cofice, reviews experience, research skills, interpersonal skills, and a demonstrated commitment to restructuring and improving education systems for all students. Salary: Commensurate with experience, but competitive. Berning place; July 1, 1992. Deadline for Againing Date; July 1, 1992. Deadline for Againing Date; July 1, 1992. Deadline for Againing and continue until position is filled. Procedure: Sead letter of application, viz., official francering of all college credits.

1992 and continue until position is filled. Procedure: Send letter of application, vita, official irrascripts of all college credits carned to-date, and three sentent letters of reference to; Ma. Sandra Bowman, 374 Graduate Bducation Building, Cotlege, of Education, University of Arkansas, Fayetteville, Arkansas, 7700; (Gill377-4230, Applications from women agd raisonities are encouraged. The University of Arkansas is an EO/AA institution.

Education-Elementary Education Tenurotian available for Septembor, 1992. Methods of the College of th

nua, Consec or terminosy is assessing applications for Assistant Professor of Electronics Engineering Technology. Teamstruck, Responsibilities: provides insuruction in classroomilaboratory, academic savisting, course development, feathly committee assignments and college support activities. Beccalaureate degree (master's preferred) in the fletd of teaching responsibility is a minimum requirement. Two years of teaching experience and three years' related industrial experience required. Professional initiative are desired. Candidate must be able to speak and write well in the Ruplish language. Foaklen begins Assaust 18, 1992. Excellent benefits package. Sond letter of spilication addressing qualifications, resume, transcript and three grotessional references (names/adjesses/shome numbers) to: Thomas F. Creech, Department Head, Department of Technology, KSU-Salina, College of Technology, 2409 Scanten Avenue, Salina, Kansas 67401. Apriland desidine: June 15, 1992. Kansas State University is an Equal Opportunity Employer. Micorities and women and other protected group members, are encouraged to apply.



**MEDICAL** 

**DISCOVERIES** 

**BEGIN HERE** 

The University of Texas Southwestern Medical Center at Dallas is a world renowned medi-

institution. Our campus is located on a 60 acre urban site and consists of 30 buildings

comprising 3 million square feet. Currently, the institution is developing a new 30 acre

satellite campus planned to comprise an ad-

exceptional career opportunities available for the following professionals:

Plant Superintendent

Overseeing a new Thermal Energy Plant, this individual will be responsible for supervising

the installation, operation, maintenance and repair of all equipment, distribution systems and controls necessary for the production of

Engineering. Candidates must also have a

ditional 3.5 million square feet. We have

Thermal Energy

cal education, health care and research

### **DIRECTOR OF DEVELOPMENT** College of Education

Applications and nominations are invited for the position of Director of Development, College of Education at Washington State University

opment, Couege of Education at Washington State University

DUTTIES: Washington State University is embarking on a comprehensive campaign which will feature the goals of the College of Education in a prominent way The Director of Development will play a major role in the success of this university-wide effort. The Director of Development is responsible for overall leadership and management of the college's development and public relations efforts. The Director reports jointly to the college Dean and Vice President of the WSU Foundation/Director of Development Programs, serving as a key member of the WSU Foundation sentor staff and the Dean's administrative cables.

trative cabinet.

COLLEGE OF EDUCATION: Since the founding of Washington State University in 1890, the College of Education has been a vital part of the University's land grant mission. The College was established in 1905 and has graduated educators who have distinguished themselves in a variety of areas throughout the world. Undergraduate and graduate degrees are offered in Educational Administration, Physical Education, Sport and Leisure Studies, and Educational and Counseling Psychology, and the college is working to establish and enhance partnerships with Washington's K-12 schools. They are actively involved with technological education, scholarship support for outstanding students, helping at-risk learners, and a host of other programs to enrich and revitalize education. The college has a highly organized and effective development effort that its shared by the faculty, department chairs, and especially the dean.

WSU FOUNDATION: Founded in 1979, the WSU Foundation serves as the official private gift arm of the University. Unique in the close interaction between constituency and central staff, WSU Foundation staff form a close-knit and highly effective fund-tailing team. The Foundation has grown tremendously, with gift levels experiencing a 20 percent increase over each previous year. I divate support in FY 1990 totaled \$25 million.

UNIVERSITY: Washington State University's main campus is located in Pullman (population 25,000) about 75 miles south of Spokane, Washington, it is the land-grant institution of the state of Washington and a member of the PAC 10 Confurence. WSU enrols approximately 18,500 students on all campuses. WSU is a major, comprehensive research university with all advantages, ynt it also offers the best of small-town living in a rural environment. Pullman recognizes WSU as its major industry and offers a low cost of living, affordable housing, and a culturally-rich environment.

affordable housing, and a culturally-rich environment.

QUALIFICATIONS: Required: Bachelor's degree; strong oral and written communication skills; demonstrated skills in Interpersonal relationships; a minimum of 3 years' experience in development with an educational organization, or 5 years' experience with another organization (hospital, arts group, etc.). Preferred: A track record of success in major glit/campaign fund ratsing, advanced degree in a related field (i.e., education, public relations, law, etc.); termiliarity with computing support systems.

APPLICATIONS: Review of applications will begin August 1, 1992, but applications will be accepted until the position is filled. Please include a cover letter, current resums, and the names, addresses, and phone numbers of three

Dr. Walter H. Gmelch, Chair of Search Search Committee for Director of Development College of Education Washington State University 351A Cleveland Pullman, WA 99164-2136

WASHINGTON STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EDUCATOR AND EMPLOYER.

Members of ethnic minorities, women, Viotnam era or disabled veterons, persons of disability and/or persons between the ages of 40-70 are encouraged to apply.

### CHIEF, International Services and **Communications Branch**

The Fogarty International Center (FIC). National Institutes of Health (NIH), Public Health Service, Bethesda, Maryland, is recruiting for the position of Chief, International Services and Communications Branch, GM:301-14/15 (\$54.607 - \$83,502 per year). The FIC Branch, GM-301-14/15 (\$54,607 - \$83,502 per year). The FIC provides full edministrative and management support of NIH's large exchange and other foreign visitor programs. Incumbent will serve as principal advisor to the Director, FIC, on all matters pertaining to the employment of foreign scientists at NIH and represent the NIH regarding visa and immigration matters to the immigration and Naturalization Service, U.S. Information Agency, and State Dept. For further information including qualifications requirements, contact Ms. Sharon Nieberding, Personnel Officer, FIC, at (301) 498-4625. Applications must be received by 6/01/92. U.S. citizenship required.

NIH is an Equal Opportunity Employer

Elementary Education: The Defiance College announces a temportack position be sanging Fall. 1992, teaching elementary mathematics and science methods, supervising field experience atudents and student teaching inquiry and Research Methydology of the graduate level. Candidates ahould have their doctorate and time years' teaching experience. The preferred candidate should have the description of the graduate level. Sank and salay are open. The Defiance College is a small liberal arts college (1,000 students). Bementary Education: Professional educations and it in the graduation of th small liberal arts college (1,000 students) located in Northwestern Orio. The Search Committee will beain consideration of spicional state of applications on June 1, 1992. Candidates should send a letter of application, returns, and three reference letters to: Joel Daniels, Vice President for Admiristration, The Defiance College, 701 North Clinton Street. Deliance, Oxio 43512.

Defiance, Ohio 43512.

Elementary Educations The University of Southern Indiana invites applications for a senue track position as Assistant Professor of Education beginning August 1992. Duties include teaching undergraduate and graduate courses in reading and impusage arts, august vising audents in carly field experiences and student teaching, advising, off-campras and evening teaching, and other service and scholarly activities. The successful candidate will have teaching experience in the elementary achool, a strong commitment to field-based collaborative methods of instruction, and a delire for active research and publication. Experience with interdisciplinary approaches to instruction helpful, Doctorate preferred, with maker or specialization in reading/language arts. Teaching experience with minorities is desired. Salary is competitive. Applica-

Elementary Education to begin September, 1992. Responsibilities include teaching, advising and fittle placement/supervision. Qualifications: Doctorate and mathachene background preferred; K-12 teaching experience required. Send letter of application and vita by June 1 addressed to Search Committee, Academic Affairs, 320 Dupont Highway, New Castle, Delaware 19720. Wilmington College is an Equal Orgoranity Employer and encourages applications from qualified minorities and women.

is troin quantied minorities and women.

Flomentary Education: Elementary or Special Education, tearch reopened. Tonure track Assistant/Associate Professor, September 1992 or as available. Doctornet in Elementary Education, Special Education or Curriculum and Instruction attrongly destreed. Evidence of compiliance to teaching, service, educational capity, and research potential. Facehing apperience and competence in Elementary Education or Special Education. Teachadyise at graduate and undergraduate levels, supervise student teachers, and work with area educators. Review process begins immediately and continues until position is filled. Sulary negociable. Send selator of application, vita, transcripts and three current letters of rec-

### MILNER LIBRARY **ILLINOIS STATE UNIVERSITY** HEAD

General Reference and Information Division

Outles: Faculty tenure-track position which serves as head of one of five reference units reporting to AUL for Public Services and Collection Development. From Monday through Friday with five other library faculty and two civil service personnel, provides traditional and electronic general reference service—primarily to an undergraduate clientials. (On weekends, all Public Services libraries staff the General Reference Desk on a rotational basis.) Unit provides library instruction cied to English 101 courses for 3500 students per year. Responsible for development and maintenance of 4000 volume General Reference College, collection of college cataloge, collection of telephone directories, browsing collection of current popular books, and General Parlodicals collection. Works closely with Coordinator of Library Instruction and On-Line Catalog Librarian. Furnishes leadership, planning, identifios needs, establishes priorities, implements change, oversees development and growth of GIR faculty.

Required: ALA Acoredited Mester's; two years administrative experence; appropriate experence in reference and library instruction; abili-

Maguires: ALA Accratica Mestre, two years estimined actor exper-ence; appropriate experience in reference and library instruction; abili-ty to function in a fast-paced, electronic reference environment; ability to relate to undergraduate library problems; understanding of and abili-ty to administer in a collegial anvironment. A second graduate degree is

Selary: \$35,000/Associate Professor range. Preferred beginning date: August 1, 1992.

To assure consideration, please submit application by June 15, 1882.

To apply: Submit letter of application, réaumé, and et leset three references to GIR Head Search Committee, 311 Milner Library, lilinois State University, Normal, IL 61761.

ILLIN DIB STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

### BERRY COLLEGE

### **Assistant Director of Counseling**

Berry College invites applications and nominations for Assistant Director of Counseling. Primary duties include individual and group counseling, administration, and coordination of outreach programs with residence halls and other student groups. Candidates must exhibit a strong interest in college students, women's issues, and their own professional growth. This is a full-time, nine-month position.

A Master's degree in counseling, college student personnel, or a related discipline is required. Solid counseling experience, good communication skills, and creative approaches to programming are desired. The Assistant Director receives supervision from the Director of Counseling.

Director receives supervision from the Director of Counseting.

Berry College is an independent, four-year college with a tradition honoring the integration of learning, work experience, and religion-in-life. Berry's growing national reputation for academic excellence led to its inclusion in Peterson's Competitive Colleges 1991-92. The College's 1,600 undergraduates and 150 graduate students study on a 26,000-acre compus, which offers uncommon beauty and a great variety of work experiences. The campus is located within easy driving distance of Atlanta and Chattanooma.

Please send letter of interest, résumé, graduate transcripts, and three letters of reference to Dr. Marshall Jenkins, Counseling Center, 248 Berry College, Mouat Berry, GA 30149. Screening of applications will begin on June 1, 1992 with applications accepted until the position is filled.

### DIRECTOR **MEMBERSHIP**

KQED, Inc., San Francisco's public broadcasting station, seeks director to plan, budget and manage individual membership fund-raising initiatives, supervise Membership department staff, and oversee development of Membership database applications for marketing inilitatives. Quel. Include: 5 years' management experience in non-profit individual development activities, computerized membership information systems, and working in a union environment and with union contracts. Résumé by 5/28/92 to KQED, inc., ATTN: Human Resources, 2601 Mariposa Street, San Francisco, CA 94110-1400, EOE.

Search, of Vice Prosident Academic Affairs, Wayne Sinte Collega, Wayne, Nebraska 68787. BEO Employer.

Engineering/Facilities Management HVAC Manager. The University of Nebraska taken and the transport of the Manager. The University of Nebraska taken and the transport of the Collega Manager. The University of Nebraska taken and the transport of the Affairs of the

### **ASSOCIATE** MEMBER

Duties will include research on degeneration of the spinal cord with the particular goal of finding therapies for relief of paraplegia and pain. Required Ph.D. in Physiology and 2 years' experience in research studies which include spinal cord injury, central nervous system injury, degeneration and regeneration. Salary \$1953 per month.

Apply at the Texas Employment Commission, Galveston, Texas or send résumé to the Texas Employment Commission, TEC Building, Austin, Texas 78778, J. O. #6687625.

Ad paid for by an equal opportuni-ty, affirmative action employer m/ l/h/d. Employer hires only individ-uals authorized to work in U.S.A.

English: Two tenure-track positions, effec-tive September 1, 1992, for generalists to teach composition, introductory literature. Required: doctorate in English, teaching

Opportunity Employer.

English: Mountain Empire Community College invites applications for a full-time 9 month faculty position in English effective August 16, 1992. Rank of Instructor or Assistant Professor. Salary from \$21.859 to \$32,694. Minimum of a master's degree in Bentish. Additional graduate study and teaching experience required for appointment beyond the Instructor level. Applicants should be committed to the philosophy of a comprehensive community college, have receast coursework in composition theory, show a strong commitment to the teaching of composition, demonstrate an interest in teaching developmental writins skills, and display the ability to set along well with people and relate to the community. The primary responsibility will

Environmental Microbiology Assetubles accisto Professor of Biology, teams nex position. Starting date is 13 August 1997.



### **DIRECTOR OF ANNUAL GIVING DIRECTOR OF PLANNED GIVING**

College Relations and Resource Development

linace College Invites applications for two positions in College Relations and Resource Development: Director of Annual Giving and Director of Planned Gring Brossource Development: Director of Annual Giving and Director of Planned Gring Brossitions report to the Executive Director of Development.

If hace is an independent, four-year residential college of approximately 6,400 m. dents located in the Finger Lakes region of New York State. A diverse exactor's schools Business. Health Sciences and Human Performance, Humanises and Sciences, Music, and the Roy H. Park School of Communications The College's Relations and Resource Development division comprises 44 professional and support with fund raising, alumni relations, and college relations. The group is headquareted in Alumni Hall, a new, fully-equipped 15,000-square-foot facility at the campus emyway, overlooking Cayuga Lake.

The Director of Annual Giving will plan, direct, and coordinate the activities of the Annual Giving program in concern with other programs in development, there includes, and college relations. The Director will execute programs devoted to the annual solicitation of unrestricted and restricted funds from alumni, parant, and other constituents. Healther will also identify capital funding prospects and participet in related proposal and project development, and supervise the activities of the assum.

A bachelor's degree is required as well as a minumum of three years of development or related experience

A occasion of elegical is required as well as a minimum of three years of development or related experience.

The Director of Planned Giving will promote and solicit planned glis (will trusts, insurance policies, real estate) for the College and coordinate the planned glis (will trusts, insurance policies, real estate) for the College and coordinate the planned gling program in concern with other programs in development, alumni relations, and college relations in conjunction with other staff members in College Relations and Resource Development, the Director will develop stategies for identifying and cultivating planned giving prospects, correspond and visit side prospects, donors, and their advisors, and submit timely reports on those visits.

An advanced degree or certification in law, finance, financial planning, or a related field is required as well as a minimum of three years of expertance in planned giving development, or a related field. Extensive travel is required.

For both positions, strong interpersonal and communication skills as well as an understanding and appreciation of higher education are desirable.

Please send letter of interest (specify position of preferences), resume, and is ditter relatences to Jonathan K. Flint, Executive Director of Development, those College is an Affirmative Action, Equal Opportually Employer.

Ithaca College is an Affirmative Action, Equal Opportunity Employer.



### UNIVERSITY COMPLIANCE **COORDINATOR**

The University of Virginia seeks applications and nominations for the position of University Compliance Coordinator. Reporting to the Serior Vire President and Chief Financial Office and to the Director of Athletis, the University Compliance Coordinator is responsible for the compliance within the Athletic Department and the University to NCAA and ACC risks, regulations and legislation.

The University Compliance Coordinator reviews existing University and Athletic Department practices, policies, and procedures to determine compliance with NCAA and ACC legislation. The Compliance Coordinator modifies and/or develops, implements, and mathlains all education programs for Abletic Department Administration. He/she serves as the University's primary contact with the NCAA and ACC offices and obtains necessary interpretation of legislation, maintains records of interpretations, and brings relevant interpretations to the attention of the appropriate personnel.

Conditators should have a mathematical process to business a shietic administra-

Candidates should have a master's degree in business, athlete administra-tion, or related field and significant experience providing compliance responsi-bility in an NCAA-related organization (school, conference, or national cliba) combined with coaching or other administrative responsibility on the camps of an NCAA member school.

Applications and nominations will be received until the position is fixed and hould be sent to:

Compliance Coordinator Search Committee University of Virginia P. O. Box 9007 Charlottesville, Virginia 22906 The University of Virginia is an Equal Opportunity, Affirmative Action Employer.

Apparatus development are required. Knowledge of experimental and computational fluid mechanics and heat transfer related to turbulence, turbulent boundary layer controls, retransition, cylinder waks flows, combustion, and dual-monolith automobile catalytic converter are required. Refereed publications in the above related research fleids are recommended. An earned Ph.D. degree and two years of related post-doctoral experience are required. Salary is \$35,000 year for a 40-hour week, Send resume and copy of advertisement to the Department of Economics and Employment Development, 1100 North Eutaw Street, Room 212, Baistimore, Maryland 21201. Job order \$9149734.

English: Three tenure-track assistant for feworships beginning August., 1992. Requirements include doctorate in English teaching experience, and potential form feasional development. Particularly formational development. Particularly formational development. Particularly formational development. Particularly formational development. Literature; and auture; Modern British Literature; and Rheioric and Writinghon-feliop products of the products

teach composition, introductory literature. Required: doctorate in English; teaching experience and academic training appropriate for position. Desirable: specialization in rictorie/composition, linguistics/arcamanar, and/or critical theory. Minority applications testers of recommendation to make the commendation of the control of the commendation by May 25, 1992, to: Dean David M. Taylor, Livingation letters of recommendation by May 25, 1992, to: Dean David M. Taylor, Livingation Interest of recommendation by May 25, 1992, to: Dean David M. Taylor, Livingation Interest of recommendation by May 25, 1992, to: Dean David M. Taylor, Livingation Interest of recommendation by May 25, 1992, to: Dean David M. Taylor, Livingation Interest of the commendation will be given to incomplete applications. Equal Opportunity Employer.

English: Mountain Empire Community College invites applications for a full-time 9 month faculty position in English effective August 16, 1992. Rank of instructor or Assistant Professor. Salary from \$23,859 and the education. College leaching experience required for appointment beyond the Instructor level. Applicants should be committed to the philosophy. of a comprehensive community college, have receast coursework in composition theory, show a strong communitient to the teaching of composition, demonstrate in Interest in teaching of composition, demonstrate in Interest in teaching of composition, demonstrate in Interest in teaching of composition, demonstrate in the caching of composition demonstrate and interest in teaching of composition demonstrate and interest in teaching of composition of composition of the philosophy demonstrate and the caching of composition of the paid the caching of composi

**BULLETIN BOARD: Positions available** 



University of Missouri-Columbia Libraries

#### HEALTH SCIENCES INFORMATION SERVICES LIBRARIAN

HEALTH SCIENCES INFORMATION SERVICES LIBRARIAN The J. Otto REATH SCIENCES INFORMATION SERVICES LIBRARIAN The J. Oto Lottes Health Sciences Library, University of Missouri-Columbia, is seeing qualified applicants for the position of information Services Library. Principal duties include providing general reference services to library users (including regularly scheduled evening hours); performing online searches on BRS, NLM, and Dialog; and user in-

Struction.

REQUIREMENTS: Requires minimum of a Master's degree from an ALA accredited program and excellent communication and interpersual skills. Experience and/or coursework in health sciences librarianally and online searching, especially NLM, are desirable.

MINIMUM SALARY: \$21,000+ for 12 months, commensurate with education and experience. Benefits include 30 vacation days per year, vested retirement after 5 years, dental insurance, and other normal hings benefits, including 75% tuition waiver.

thage benefits, including 75% tuition waiver.

THE UNIVERSITY: The University of Missouri (MU) was established in Columbia, MO in 1839. It is one of the five most comprehensive universities in the country, with nearly 250 degree programs. The J. Otto Lottes Health Sciences Library, built in 1985, has a staff of 9 librarians and 13 peraprofessionals. It serves as the resource library for western Missouri under the NN/LM program, and houses a collection of 180,000 volumes.

130.000 volumes.

COLUMBIA is in the middle of the state on 1-70, only 2 hours from St. Lods and Kansas City. and 1.5 hours from the Lake of the Ozarks lader accreditional area. The University and two other colleges provide superb cultural events. According to the ACCRA composite index, the cost of living in Columbia is very reasonable when competitive other university communities. ed with other university commu

AVAILABLE: August 15, 1992. Send letter of application, names and addresses of three references and resume to Ms. Pat Burbridge. Personnel Coordinator, 104 (CHE) Ells Library, University of Missouri, Columbia, Columbia, MO 85201-514. To ensure consideration, applications should be received by July 15, 1882. The University of Missouri-Columbia is an equal opportunity of ellipse states.

### ASSOCIATE DIRECTOR II OFFICE OF ACADEMIC **ADVISEMENT**

Department of Academic Career Planning and Placement

Responsibilities: Under the direction of the director, the responsibilities: Office the direction of the blan-ning and development of academic advisement activities and in fulfilling the major responsibilities of the Depart-ment of Academic Career Planning and Placement.

The associate director provides advisement services to students; supervises subordinate staff; analyzes and interprets advisement regulations and policies; maintains confidential student records; propares informative reports and studies with recommendations; conducts advisement training and maintains accurate and confidential student records.

Requirements: Master's degree in a related field, doctorale preferred. Experience in higher education and student advisement. Excellent organizational, communication with writing skills. Computer knowledge deskeble.

Salary range: \$38,000-\$54,000

Please send letter of application, resume by May 29, 1982 to: Ms. Jennifer Jones, Academic Career Planning and Placement, Jersey City State College, 2039 Kennedy Boulevard, Vodra Hall, Jersey City, New Jersey 07305

JERSEY CITY STATE COLLEGE **AA/EOE** 



Required: Ph.D. with research emphasis in twingunenial microbiology relating to quasic indoor terrestrial ecosystems; post fectual or professional experience, preciared. Participate in teaching and development of graduate statement of graduate statement and productive, extra-length proposed in the productive of the prod

included to apply.

Lacidive Ofrector: University of New Mexico, Loc Cub. A private non-profit concernion seeks a highly modivated individual whose primary responsibility will be inside the content of the first of

Executive Director: Accrediting Commission for Independent Colleges and Schools Career College Association. Commission is a D C. based institutional screditing commission accrediting 800 private career institutions. Duries as chief developer and implementar of military and manages of sucre.

striplys attenued of teaching and research interest have three current letters of economic and the commendation that the current letters of economic and the commendation that the current letters of economic and the commendation that the commendation that the commendation that the commendation that the commendation to the com

## MARICOPA COMMUNITY COLLEGES

DIRECTOR **FINANCIAL AID** 

Scottsdale Community College Salary: \$40,410-\$47,967 Posting #91920350 Closes: 5 p.m. on 5/9/92

In this position, you will plan, direct and administer a comprehensive financial eld program. Working in the Student Services Department, it will be your responsibility to administer scholarships, grants-in-aid, loans and other types of inancial assistance, as well as supervise personnel in all operations.

Requirements include a knowledge of state and federal financial assistance programs and financial/statistical recordkeeping and reporting. A combination of education, training and experience in this field is mandatory. datory.

You must also have the ability to plandirect financial aid activities, programs and staff. Reading, Interpreting and explaining college policies and procedures will be necessary to prepare and monitor various budgets and interpret statistical date.

APPLICATION PROCEDURE The deadline for completed applica-tions is 5 p.m., Tuesday, June 9, 1992 Applications must include the fol-towing:

 a completed application form We highly recommend that applica-tions also include the following: a current detailed résumé
 a jetter of interest

FOR REQUIRED APPLICATION FORMS AND INFORMATION CALL: Marloops Community Colleges Employment Office Mon-Fri 8 a.m.-5 p.m. Phone: (602) 731-8485 AA/EOE. Women and minorities are encouraged to apply.

### LIBRARIAN

Faculty position. Available August
1, shortly after new library building
commences construction. Responsibilities: Reference and bibliographic instruction particularly,
curricular/subject bibliography,
services, and collection development. Schodule: 35 hours weekly,
come excepting and weekend hours. services, and coinscind development. Schedula: 35 hours weekly, some evening and weekend hours. Required: ALA-occredited MLS, partitient experience, database skills, service focus. Destrable: Strong Bi background and interast, second master's degree (required for tenure). Minimum salary: \$33,000; salary and rank based on qualifications Candidate review begins June 1 and continues until position is filled. Send résumé with names, addresses, and phone numbers of 3 references to S. Anita Taler, Chair, Search Committee, Seton Hall University Library, South Orange, NJ 07079. 2690. Fax 2017/61-9432.

AA/EOE

#### minimum of 7 years experience in the operation of a steam and chilled water producing thermal energy plant, producing a minimum **GREAT** of 9,000 tons of air conditioning and 50,000 pounds per hour of steam. Please refer to #9203470.

### **Assistant Director Utilities Maintenance**

Reporting to the Director, this professional will provide management and engineering services for the Division of Utilities Maintenance. This position involves primary utility delivery to campus buildings, temperature and humidity control, energy management and thermal energy production, as well as oversight of MEP design for building renovations, and deionized water production/dis-tribution. Qualified candidates must possess a Bachelor's degree in Mechanical or Electrical Engineering, 5 years background in the design of building MEP systems for medical laboratory or clinical facilities, and 5 years of concurrent experience as a Senior Supervisor. Requirements also include registration, or eligibility as a Mechanical or Electrical Engineer in the state of Texas. Please refer to #920872O.

We offer a competitive benefits package and salary commensurate with experience. If you are ready for a rewarding career with one of the top 10 medical institutions in the country, please forward your resume to: UT Southwestern, Employment Services, Attn: Stephanic Oscarson/CHE, 5323 Harry Hines Blvd., Dallas, Texas 75235-9023.

thermal energy. This position requires a Bachelor's degree in Mechanical or Electrical Equal Opportunity, Affirmative Action Employer. We offer a non-smoking work environment

### THE UNIVERSITY OF TEXAS Southwestern Medical Center AT DALLAS

**EMPLOYEE** DEVELOPMENT SPECIALIST GS-235-13

The Government Affairs Institute seeks faculty member to plan and deliver courses in the area of legislative process. Advanced degree, teaching experience destrect. Please submit SF-171 to: Million Lewis, OPM, 1900 E St., NW, Rosm, 1447, Washington, DC 20415. Announcement. #92-188-JMO. For more Info. call: (202) 606-2986.

Lincoln University of Pennsylvania has an immediate opening for a Director of Financial Aid. The Director of Financial Aid reports to the Vice President for Broilment Planning and Student Life and is responsible for the administration of the University's financial aid and scholarship program. The oblity to meet students and parents, to explain financial aid programs and regulations, and a knowledge of computerized packaging of financial aid awards are required. Qualifications include a master's degree and at least lour years of experience in financial aid administration at the assistant/associate director's level. Salary and benefits are competitive. Lincoln University, founded in 1854, is a state-related, aceducational institution located forty-five miles southwest of Philadelphia and fifty-five miles northeast of Baltimore, Maryland in the pastoral setting of southern Chester County. Letters of interest, accompanied by a résumé and the names and telephone numbers of three references should be sent to Dr. Charles A. Ediagion, Vice President for Enrollment Planning and Student Life, Lincoln University, Lincoln University, Pennsylvania 19352.

### **ASSISTANT REGISTRAR**

Heldelberg College is seeking applications for an Assistant Registrar. The Assistant Registrar will assist with the administrative and operational func-tions within the office of the Registrar, and, in addition, will be responsible for institutional research and the development of computer programs. This is a

Applicants must have a Bachelor's degree, programming experience with INFORMATION, Uni Verse or a strong record in computer programming. A letter of application, resume and names of three references should be sent to: Jeannine Curns, Vice President for Administration, Heldefoerg College, 310 E. Market Street, Tiffin, Ohlo 44883.

Heldelberg College is an Equal Opportunity. Affirmative Action Employer.

degree in higher education or general/business management. Applicants to provide resume, references, salary requirements and letter of interest to include evidence of familiarity with philosophy, each, procedures, and memberating of Commission. None considered after June 30, Sand to the College and offers programs to over 850 th

nority candidates are encouraged to upply.

Foreign Student Advising: Professional position with responsibility for advising and altico with responsibility for advising and altico with responsibility for advising and personal students on a variety of connecting foreign students on a variety of connecting foreign students on a variety of personal, educational and immigration congrets in International Students. B. 3. degree in International delay, three international education with one year of foreign student adviserable or manufaction skiffs; handlarity with and communication skiffs; handlarity with and

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ning Segiamber, 1992 at Assistant Processor level, with strong possibility for subsequent renswal in a tenure-track position. Ability to teach segraphic information systems and to manage and expand a geography computer subjects are flearible but should fit the department's complication on urban and environmental studies. Send fetter of application, curriculum vites, copies of transcripts, and three letters of reference to Dr. Carolyn Adams, Chair, Department of Geography and Urban Studies, Temple University. Philadelphia, Penasylvania 19122. Temple University is an Equal Opportusity Employer; we encourage women and minor-lites to spaly.

erences to: Office of International Programs, Mississippi State University, Attendrants, Mississippi State University, Attendrants, Mississippi State University, Attendrants, Mississippi State, Mississippi State University is an AA/EEO Mississippi State University is an AA/EEO Employer.

Geography: One-year appointment be finding Segtember, 1992 at Assistant Professor Service, with strong possibility for subsequently, Kutztown, Pennsylvania 1933 in the state of the Course o

appicants.

Garman/French: Temporary instructor/Assistant professor. A one-year position with possibility of the extension of the appointment in the Department of Modern Foreign Languages at Valdout Sinte College, bealaning September 1, 1992, to leach lower and uppar-division undergraduse courses in German and French. Qualifications: M.A. in French or German required, Ph. D. preferred. Experience in teaching language required. A letter of application, carrieding viace, and three recent letters of relaxance should be sent by June 5, 1992. An Equal Opportunity, Affirmative Action Employer. Applications and credentials should be addressed to: Dr. Sandra D. Walker, Head, Department of Modern Foreign Languages, Valdouta State College, Valdouta, Ceorgia 31698.



University of Missouri-Columbia

### COORDINATOR OF COMPUTER-BASED REFERENCE SERVICES AND REFERENCE LIBRARIAN

COORDINATOR OF COMPUTER-BASED REFERENCE SERVICES AND REFERENCE LIBRARIAN: The University of Missouri-Columbia is seeking qualified applicants for the position of Coordinator of Computer-Based Reference Services and Reference Librarian. Principal puter-Based Reference Services and Reference Librarian. Principal dulles include responsibility for the planning and coordination of the Library's computer-based reference services of the department, including online services (Litquest). CD-ROM's, and other emerging computer-based technologies for the delivery of information; responsibility for the supervision and training of CD-ROM monitors; participating in the other services of the Reference Department, including reference service at the Ellis Reference Desk, regular library containing of lasticities, collection collection development. tion and instruction, online sourching, and collection dev

tion and instruction, online sourching, and collection development. REQUIREMENTS: Requires minimum of a Master's degree from an ALA accredited program and excollent communication and interpersonal skills to deal with people of all levels of library and computer expertise; strong service orientation; ability to promote library services; creativity and initiality; ability to work successfully as a team member. Must possess knowledge of computerized databases and be proficient using various online services (BRS, Dialog, etc.) and CD-ROM. Two or more yours! experience uning computer-based reference sources, including online, end-user and CD-ROM systems. Second master's preferred and reference oxportence in an academic or resoarch library dosirable.

MINIMUM SALARY: \$23,000 + tor 12 months commensurate with edu-cation and experience. Baselits include 30 vacation days per year, vosted retirement after 5 years, dontal insurance, and other normal using benefits, including 75% luition waiver.

The University, including 75% union valvor.

The University: The University of Missouri (MU) was established in Columbia in 1839, it is one of the five most comprehensive universities in the nation, with nearly 250 degree programs. The University of Missouri-Columbia Libraries belong to ARL, serve a student body of 24,000 and a faculty of 1,800 with a collection of over 2.4 million volumes and over 4.7 million microtomes. An online catalog and integrated circulation systems serves the four compuses of the University

COLUMBIA is in the middle of the state on I-70, only 2 hours from St. Louis and Kansas City, and I.5 hours from the Lake of the Ozarks major recreational area. The University and two other colleges provide superb cultural events. According to the ACCRA composite index, the cost of living in Columbia is very reasonable when compared with other university communities.

#### AVAILABLE: August 15, 1992.

Sond letter of application, names and addresses of three reforences and résumé to Ms. Pat Burbridge, Personnel Coordinator, 104 (CHE) Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5143. To ensure consideration, applications should be received by July 15, 1992. The University of Missouri-Columbia is an equal opportunity and affirmative action employer.

### UNIVERSITY OF NEBRASKA-LINCOLN **Hazardous Material Specialist**

Cuordinate the proper handling of hazardous waste at the point of generation, preparing waste for shipment and disposal, to include bulking and lab pocking. Oversee management of the hazardous waste storage building. Responsible for keeping records of all program activities, manifesting, proper labeling and emergency response for spills or accidents. Requires Bachelor's degree with major in chemistry, natural sciences, environmental engineering or related field plus two years' experience. Working knowledge of chemistry/mathematics and training of waste generators is essential. Must develop waste minimization and recycling procedures; knowledge of applicable regulations and ability to translate regulatory requirements into working program vital. Ability to utilize specialized environmental instrumentation and analyze data necessary. Must be able to handle 55-gallon drams of toxic waste utilizing hydraulic and other equipment. Submit letter of application, résumé, salary requirements, and names, addresses and telephone numbers of three professional references postmarked by July 1, 1992, to: Mr. James Rhone, Hazardous Material Specialist Search, 1700 "Y" Street, University of Nebraska-Lincoln, Lincoln, Nebraska 6858-0646.

Affirmative Action, Equal Opportunity Employer.

is 12 months, full time position, continuent upon availability of funding. Base salary of \$25,000. Subrati letter of application, qualifications, and three letters of recompandation by June 1, 1992 to; Search Committee, Fail Bread Specialist, Department of Grain Science and Industry, Shellenberger Hall, Kanasa State University, Manhatan, Kanasa State University, Manhatan, Kanasa State University is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apply.

Grants Administration/Research: Director.

Grants Administration/Research: Director, Grants Research Information Center at East Central University, a soutor resional university serving 4,400 students. The Director will provide full-time leadership to the development of internal institutional research and external aponsoced grants and contracts. Responsibilities include propering report in support of grants and contracts, maintaining an institutional Fact Book, researching and disseminating information to faculty and staff about external funding possibilities, assisting with the writing of institutional grants and con-

Grale Science / Research Instructor/Research Specialist in Middle Bastory Flat Breash position in the Department of Grain Science and industry. This position is to study the autitability of hard white and other U.S. wheats for the production of Middle Easterings, consiste training seminars and other programs related to the use of U.S. hard white and other U.S. wheats for this pustions and experience of U.S. hard white and other U.S. wheats for this pustions. Position will require self-directed, basic and gradied research program for laboratory milking and baiding of Middle Eastern fast breads. Applicants must have Fh.D. in Grain Science or Food Science and Technology, experience in wheat quality and millings; production of Aiddle Bastern fast breads and must speak English and Arabic for instructional surposes. Position is 12 months, full time position, contingent upon availability of funding. Bute salary of

### **DIRECTOR OF MINORITY AFFAIRS**

### **University of Wisconsin-River Falls**

The Position. LIW-River Falls is seeking an individual able to interact well with students, staff, and faculty and also serve as an advocate for issues affecting the personal and academic lives of our racial/ethnic population. Responsibilities include supervision and management of the Office of Minority Affairs, budgeting, program development, grant writing, and university italson for racial/ethnic affairs, individual works closely with University faculty, staff, and students to maximize services for African American, Hispanic, Native American and Southeast Askan students. Advises the Chancellor regarding Design for Diversity and works with the LIW System Office of Minority Affairs.

The University, The University of Wisconsin-River Falls is located in scenic west central Wisconsin, 30 miles east of 5t. Paul and Minneapolis, Minnesota. With a student population of 5,200, we offer a 17 to 1 student-faculty ratio, and our proximity to the Twin Cities metro area provides students with a range of choices in internships, post-graduate employment, the arts, cultural diversity and recreation opportunities.

Qualifications. Master's required, preferably in a human service related area with at least 4 years of strong supervisory and managerial experience. Experience working with diverse populations and exceptional oral and written communication skills are also required. Grant writing is preferred. Application. Position begins August 1, 1992. Application deadline is june 12, 1992. Send letter of application, resume, and names and phone num-

Mr. Terry M. Smith, Chair Search and Screen Committee IIW-River Falls 109 Hathorn Hall River Falls, WI 54022 (715) 425-3842

An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date.

The University of Wisconsin-River Falls is an Affirmative Action, Equal Opportunity institution; women and minorities are strongly encouraged to apply.

### **Director of Programming**

Juniata College is seeking a Director of Programming to begin July 1, 1992.
This is an administrative position reporting to the Associate Dean of Students.
Major responsibilities include advising the College's programming board, negotiating entertainment contracts, developing and managing the programming board budget, and overseeing college traditions such as Homecoming and Parents Weekend.

The Director serves as a member of the Arts & Lectures Committee, develops and manages the Ellis College Center budget, manages and coordinates the student activities calendar, serves as a programming resource for all student clubs and as resource for student leadership development, and overseas Center Board related programming such as films, lounge parties and coffee houses. The Director will assume other duties as assigned.

Qualifications include Master's degree in higher education, educational psychology or related fields, experience in programming, strong communications, interpersonal and organizational skills.

Send letter of application, résumé, and a list of three references to Mrs. Barbara M. Rowe, Director of Personnel Services, Juniate College, Huntingdon, PA 16652. Applications will be accepted until the position is filled. AA/EOE



Johnson County Community College **DIRECTOR OF COMMUNITY SERVICES** 

Located in suburban Kansas City, Johnson County Community College, with an enrollment of 30,000 credit and non-credit students a semester, invites applications for Director of Community Services. The Director provides leadership for the Community Services Division, including non-credit developmental education; personal enrichment courses; a variety of workshops, lectures, forums, exhibits; the JCCC Speakers Bureau; the Gallery of Art; and other JCCC non-credit community services and continuing education activities.

A master's degree is required, a doctorate preferred. Five years of continuing education programming experience including two years of teaching experience, preferably at a community college, are required. Full-time regular, 12-month contractual position. Hiring range: \$46,000-\$49,500. Generous benefit package. Review of applications begins June 8, 1992. To receive an application packet, contact Human Resources, ICCC, 12345 College Bivd., Overland Park, KS 66210. (913) 469-3877.

wanced stadysteal methodology, avaluation, and planning. Salary is competitive, and commensurate with educational background commensurate with education review with education review. It is a few and the position is filled. Send letter of interest, a returned, transcripts, and the names, and respectively and the position is filled. Send manages and telephone manages, and respectively of these respective position of these receivers of the respective position and experiences in leasting feeling position, respectively of the respective position and experiences in leasting feeling position of position of the respective position of respective positi

# MEET YOU IN

### **Director of Development**

Montana Deuconess Medicul Center, a regional referral center Montana Deteoness Metheul Center, a regional referral center and Montann's largest hospital, seeks an energetic results-oriented professional for its newly established Foundation. Reporting to the Vice President for Development, this individual will be responsible for the annual giving fund, corporate and foundation support, direct mail program, gift acknowledgment system, foundation publications and prospect research.

Successful candidates will have a bachelor's degree, 3-5 years of fund-raising experience, previous annual fund and gift club experience, excellent interpersonal skills and exceptional writing ability including proposal development. Background in a hospital setting and campaign experience are preferred.

We offer a highly competitive salary and benefits package. A Rocky Mountain location and abundant outdoor recreational opportunities provide a high quality of life.

For more information or to submit résumé, contact: Recruit-ment/Retention, Montana Dea-coness Medical Center, 1101 26th St. S., Great Falls, MT 59405; 1-800-548-9970, ext. 5467 or 406-455-5467. EOE.



# Elizabethtown E

### **ADMISSIONS**

Admissions: Elizabethtown College invites applications for an Admissions Counselor. The title, however, will depend on experience and qualifications. Candidates with admissions or related experience will be given preference, but entry level candidates will be considered. The position involves all aspects of the admissions operation including representing the College at high school visits, college fairs, interviewing candidates, evaluating applications, maintaining lisison with prospective students and secondary school counselors, and involvement in special on-campus visitation programs. Considerable travel will take place during certain times of the year.

Qualifications include minimum of a bachelor's degree, preferably from a liberal arts college; high energy level; good sense of humor; good speaking skills; and strong inter-personal and organizational

To apply, please send lotter of application, resume, three current letters of reference and transcript to:

Martha A Farver-Apgar Director of Personnel Elizabethtown College One Alpha Drive Elizabethtown, PA 17022

Deadline for initial screening of applications: June 12, 1992. AA/EO

members of minority groups who are qualified for this position.

Health Education: Indiana State University Assistant Director. Student Health Dec.

fled for this position.

Health Education: Indiana State University. Assistant Director, Student Health Promotions Filmers Coordinator Major responsibilities: develop fitness and weight control programs and educational materials for the Le Club Lifestyle Enhancement Centers); supervise Le Cub Manager, Coordinator of Health Assessments and Fitness Programs, and some supervisory responsibilities for Le Club Moultors and Aerobic Instructors; plan, implement and evaluate all fitness and weight control programs including fitness assessments and exercise prescriptions for Le Club members. Qualifications: Master's degree required in a health-related field, preferably physical education. Provious experience in the management of a fitness facility or in health promotion administration preferred. Health/Fitness Instructor certification by the American College of Sports Medicine is preferred. Appointment and salery; full-line 12-month saleried position. Salery commensurate with averagement and the second of the control programs and easily full-line in a first of the control programs and easile in the laplement of the control programs in the action of wellness programs, to medic to prefer individualized exercise programs, to medic to prefer individualized exercises programs, to medic to prefer individualized exercises programs, to medic to prefer individualized exercise programs, to medic to prefer individualized exercises for individualized exercise programs, to medic to prefer individualized exercises for exercise individualized exercises for individualized

RULLETIN BOARD: Positions available

# Southeast

### **SOUTHEAST MISSOURI** STATE UNIVERSITY

**DIRECTOR OF FINANCIAL AID** Financial Aid Services

Souheast Missouri State University is a comprehensive regional institu-tion only accredited with the North Central Association of Colleges and shoots and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill associated by Cape Girardeau (population 34,000) and the Mis-socioobing the city of Cape Girardeau (population 34,000) and the Mis-usppikter. During the 1991 fall semester, 8,800 students were enrolled in programs leading to associate, bachelor's, master's and specialist de-

The Director of Financial Aid is responsible for the administration of more The Director of Financial Aid is responsible for the administration of motion in federal, state, and institutional financial aid programs. The financial Aid staff of fourteen delivers financial aid and student employment programs in compiliance with federal, state, and institutional points. The Director will participate actively in the design and development of policies and strategies which support the University's enrollment management goals and will oversee the implementation and use of automized financial aid packaging and reporting software.

mixed financial aid packaging and reporting software.

QUALIFICATIONS: The successful candidate will have a Bachelor's degree (Mare's degree preferred) in an appropriate field, significant experience in sudent financial assistance in a higher education environment, and a troad understanding of financial aid programs and regulations. Strong upentsory, administrative, communication, and interpersonal skills are required Experience with implementing or managing an automated financial applicant must demonstrate an understanding of and strong commitment to a service overstoon and cultural diversity.

SHARY AND BENEFITS are competitive and commensurate with experi-

AMICATION PROCEDURE: To apply, send a letter of application, résume, and the names, address, and telephone numbers of five references to Model C. Dougherty, Director, Personnel Services, Southeast Missouri Sure University, One University Plaza, Cape Girardeau, MO 63701. leview of applicants will begin on June 1, 1992, and continue until the actessful candidate is selected. The position will be available on July 15.

AN SOUAL OPPORTUNITY, MIF. AT FIRMATIVE ACTION EMPLOYER



### Assistant/Associate Director of the Annual Fund

Consecuent College, a highly selective, coeducational, private iberal arts college located in seeme southeastern Connecticut, sets an Assistant/Associate Director of the Annual Fund to assist with raising in excess of \$2 million from alumns, parents and freeds in support of operating expenses.

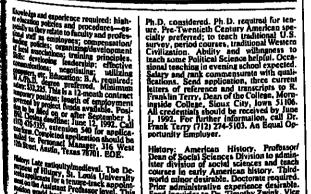
Reporting to the Director of the Annual Fund, essential responobblies include: reunion and non-reumon class, tundraising efforts, volunteer management, coverdinating phonadisons, assisting with the development of the Friends Fund and developing and designing solicitation materials and communications

Requirements for the position include a college education, strong public speaking, writing and munivational skills, the ability to work effectively with others; and a willingness to travel. One to two years of experience in professional fundralsing preferred. Please send letter of application with resume and names of three references, an or before June 10, 1992 to:

### Connecticut College

Director of Human Resources 270 Mohegan Ave., Room 111-C New London, CT 06320

Connection! College is an Equal Opportunity/Affirmative Action Employer



1, 1992. For further information, call Dr. 1947-1212. Review that it is a standard continue frank Terry (712) 274-5103. An Equal Opportunity Employer.

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### ASSISTANT SECRETARY FINANCE POLICY

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#### Maryland Higher Education Commission

The Maryland Higher Education Commission is seeking applications and nominations for the position of Assistant Secretary for Finance Policy. The Assistant Secretary is responsible for student financial aid programs, operating and facilities budget recommendations, and budget recommission has Statewide responsibilities for academic program approval and review, budget recommendations, policy analysis, financial stid, and Statewide planning for posits-condary education.

Qualitications:

- an earned doctorate preferred;
   teaching and/or administrative experience on a campus pre-ferent
- experience on a compus pre-ferred;

  a minimum of five years experi-ence in finance policy develop-ment and/or budgeting in a state coordinating or governing board; and

and
experience in state financial aid programs preferred.

Salary is competitive and commensumite with experience. The anticipated start date for this position is July 1, 1992. To essure consideration, applications and nominations should be received by June 15, 1992. Application process: send (1) letter of application process: send (2) letter of application; (2) current resumé, and (3) names and addresses of three references to: Dr. Shella R. Acey, Secretary, Maryland Higher Education Commission, 16 Francia Street. Annapolis, Maryland 21401. The Maryland Higher Education Commission, 16 Francia Street. Annapolis, Maryland 21401. The Maryland Affirmation, Equal Cyportunity Employer.

### Post-Doc — Historical Metallographer

The Center for African Studies. University of Florida, seeks a skilled metallographer for a 1-year Postdoc. beginning July 1, to supervise African Metallurgy Lab and supervise African Metallurgy Lab and research. Send application letter, cv. and three reference letters to: Peter Schmidt, Center for African Studies, 427 GRI, University of Florida, Galnesville, FL 32611-2037, Deadline: June 12.

### DEPAUL UNIVERSITY

### INSTRUCTION LIBRARIAN

DePaul University Libraries seeks a dynamic, innovative individual for the new position of Instruction Librarian. Under the direction of the Coordinator of Library Instruction. provides library instruction to students, faculty and college community in a multi-campus environment; assists in the operations of the Library Instruction Department; develops and evaluates instructional materials, programs and services for class and general use; participates in library-wide strategic planning for library instruction, staff training and development and the integration of media and computer technologies into library instruction; shares in reference deak service; acts as bibliographer for collection development in one or more subject areas.

Required: ALA-accredited MLS; at least one year of academic reference service including library instruction or other teaching background; excellent communication skills (oral and written); experience in use of microcomputers and electronic information

Highly desirable: Ability to work in a team environment; demonstrated knowledge of current issues in library instruction; familiarity with instructional design and/or innovative use of technology in instruction; second Master's degree in a subject area.

DePaul University is a private, comprehensive urban institution of 16,600 students with four Chicago-area campuses. A new library building will open July, 1992 at the Lincoln Park Campus and new library facilities are planned for the Loop Campus in 1993.

Excellent benefits include medical/dental package, free tuition, four weeks vacation, two pension plans and support for professional travel. Salary starting at \$26,500 depending on experience. Deadline is July 15, 1992, but applications will be accepted until the position is filled.

Send letter of application with resume and names of three references to:

Sharon Mader Associate Director DePaul University Libraries 2323 North Seminar Chicago, IL 60614

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION.

### **DIRECTOR OF PHYSICAL PLANT**

Southwest Missouri State University seeks a Director of Physical Plant to Southwest Missouri State University seeks a Director of Physical Plant to manage the mechanical maintenance, renovations, grounds keeping and custodial duties for all University buildings and grounds which cover over 190 acres and consists of 125 structures valued at approximately 250 million dollars. The Director will develop and coordinate essential facility services to best meet the needs of the University by facilitating an overall plan and recommending priorities for needed repairs and renovations of University buildings and facilities; maintaining compilance with tife safety and building codes; establishing contingency plans for grounds maintenance under emergency conditions; and directing the work of University employees and use of contractual services in the physical plant areas.

tractual services in the physical maint area.

A Bachelor's degree is required, preferably in management, business administration, engineering or architecture. A Master's is preferred. Five years' experience in the management of a physical plant or as facilities manager are required. Experience in physical plant administration at an educational institution is preferred. Strong communication, management, organizational and supervisory skills are required. Computer literacy, particularly utilizing an automated work order system, is required.

Salary range is \$48,000-\$50,000 annually. Submit a letter of interest résumé, transcripts and three professional letters of recommendation by July 1, 1992

Personnel Office Southwest Missouri State University 901 S. National Springfield, MO 65804

An Equal Opportunity, Affirmative Action Employer

Review of applications will be following field: Hydroponic Hortkulturo.

Committee of the Commit

### **DIRECTOR OF PUBLIC SAFETY**

The University of Scranton Invites applications for the new position of Olrector of Public Safety (DPS). The DPS will report to the Assistant Vice President for Administrative Services and will have the responsibility of imple-menting a proactive public safety program, including a training curriculum for students, faculty and staff.

The Ideal candidate will have extensive experience in campus public safety as a director or assistant director; at least an undergraduate degree in law enforcement, management, or related field from an accredited college or university; demonstrated leadership in the development and management of people and programs; and the ability to work well with a variety of campus and city constituencies.

and city constituencies.

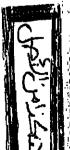
The University of Scranton is a highly selective Catholic and Jesuit institution with 5,000 students located in Northeastern Pennsylvania. The University is a comprehensive institution with an excellent reputation for its professional and pre-professional programs. It has gained national attention through its athletic teams, number of Fullbright Scholars and rankings in national publications. Candidates should forward a résumé, cover letter, and other supporting docu-

> Employment Manager, Personnel Services University of Scranton Scranton, PA 18510-4679 An AA/EEO Employer/Educator

publications in journals and builetins. Insure cooperation and collaboration between the production unit and other Center
efforts including food analysis and processing, plant modeling, sensetic engineering,
and waste processing units. Experiences
must include: a minimum of two years' exportences: with the purious film technique
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Geneseo

DIRECTOR OF ANNUAL GIVING

The State University of New York College at Genesco is seeking a Director

of Annual Giving. This key position offers an excellent opportunity for an experienced development professional to join an aggressive advancement

Geneseo's annual giving program has grown dramatically over the past decade. Currently, about one-third of our alumni are donors - nearly douge the national average for public colleges and universities. The college has

received nauonal recognition for its quality academic programs and outstanding faculty. Geneseo consistently earns high rankings in such

Report, and the Money Guide to Best College Buys in America.

implement direct mail and phonothon solicitations, as well as the recruitment, selection and training of paid and volunteer callent.

We seek a creative, energetic self-starter with at least three years of

fund-raising experience in higher education or with a non-profit organization Strong organizational and communication skills required. Backeto's degree

minimum. Salary commensurate with experience. Excellent benefits

Send cover letter, resume, and a list of three references to: Richard A. Rosati, Assistant Vice President for College Relations and Development, SUNY Genesco, 1 College Circle, Genesco, New York 14454, Deadler for applications is June 15, 1992. Appointment in late summer.

SUNY Geneses is an Affirmative ActionEqual Opportunity Employa. Women and minoricles are encouraged to apply.

**Director of Employee Benefits** 

The University of Miami invites applicants for the position of Direct of Employee Benefits who will administer a comprehensive employee before program for 7,000 full-time faculty and staff. Program includes melical because plans and HMOs), life, disability, defined benefit and defined coarse tion pension plans, supplemental retirement plan and others.

The University has 13 schools/colleges and three campuses: Cond tales, Medical, and Virginia Key. It offers an attractive benefit package with includes tuition waiver tincluding dependents), free life and disability corange, medical plans, FSA, EAP, etc.

age, medical plans, FSA, EAP, etc.

Successful applicants will have a Bachelor's degree in a related field, CEBS certification preferred, not required; demonstrated successful leadership and a minimum of ten years' experience administering a comprehensive benefit program for a large organization, preferrably a University, Salary comprisive. Send résumé and currings history (required) to: Dr. Rossevelt Thomas, Jr., Associate Vice President for Human Resources and Alfamative Acton, University of Miami, 1507 Levante Avenue, Coral Gables, Florida 3312-1410, Application deadline: June 8, 1992.

The University of Manni Is an Affirmative Action, Equal Opportunity Employer.

er-Based Reference Services and Reference Libraryan, University of Missouri-Co-lumbia Libraries.

Librarya See display advertisement this is-sue for position of Health Sciences Infor-mation Libraries. University of Missouri-Columbia Libraries.

ublications as America's Best Colleges, published by U.S. News & World

The individual chosen will coordinate multi-faceted annual giving campiges for alumni, parents, faculty, staff and local businesses. Site will plan and

team in expanding private support for our college

### **DIVISION OF HEALTH SCIENCES** EAST TENNESSEE STATE UNIVERSITY

POSITION: DIRECTOR OF RESEARCH OFFICE OF RURAL AND COMMUNITY HEALTH

EDUCATION: Minimum of a Ph.D. in research/statistics or health-re lated field with proven record of success with complex research pro-jects management. Additional advanced training in management/ad-ministration of medical or health-related research projects and computer software packages is a must.

EXPERIENCE: The Director of Research should have a broad range of research experiences with in-depth analysts and management of large, compileated, and unique research situations. The Director must have prior research experience in the medical and/or health professions and possess experience with statistical packages and other commonly used microcomputer software. This individual must have good writing and communication skills and ability to work with diverse populations. An established record of scholarship, publication, and grant

RESPONSIBILITIES: The Director of Research will work with the program principle investigators and the faculty to facilitate, promote interface and develop community-based research. This individual will coordinate required technical support services for the faculty. The Director of Research will facilitate all phases of the research process for faculty involved in the program from the College of Medicine School of Nursing, and School of Public and Allied Health. This individual must be able to function in an independent manner and be self-directed. This includes research data development, collection, management, and analysis. The Director will monitor the research aspect of the overall Office of Rural and Community Health project to ensure that there is conformity with respect to the goals of the program, in addition, the Director of Research will develop areas of potential future research and investigation and pursue funding opportunities in this area for the Office of Rural and Community Health. The Director of Research will assist project evaluator; supervise a research coordinator; and advise program faculty in research and related areas as well as assist with grant development.

assist with grant development.

50% Research or 50% Research—50% Faculty. Paculty appointment for additional 50% possible in one of the three Kellogg project schools; School of Public and Albed Health, College of Medicine, or School of Nursing. Individuals destring faculty appointments must qualify for faculty appointment by school criteria. Tenure and nontenure positions are available in some schools. Faculty appointment is school specific by area of expertise. Information regarding positions is available from the academic units. Position funded by W. K. Kellogg Foundation Crant and contingent upon grant funding. This position could be held by an individual with a 50% assignment or by 100% assignment as outlined above.

Salary is competitive and a generous relocation package is offered. Submit letter of application, résumé, and names, address and telephone numbers of three references to: Kellogg Foundation . East Tennessee State University, P. O. Box 70,412, Johnson City, TN 37614-0412, Review of applications will begin Immediately and continue until June 1, 1992. AA/EOE.

### Admissions Counselor / Assistant Director of Admissions

trad University seeks an admissions counselor/assistant director, depending on experience, who will contribute fully to a total recruiment effort. Responsibilities include recruitment travel and territorial management, interviewing prospective students, perticipating in the freshman applicant review process, and assisting with on-campus admissions events. Additional responsibilities that complement the abilities of the appointee and the needs of the office may be assigned.

Successful candidates must be articulate and possess outstanding interpersonal skills. The ability to work as a team member to achieve goals and objectives is essential. A bachelor's degree and several years of relevant experience in an educational setting is preferred.

Founded in 1836, Alfred University is the oldest co-educational Institution In New York State and one the oldest in the nation. Its privately-funded programs include the College of Business, Liberal Arte and Sciences, and Engineering and Professional Studies. The University is also home to the New York State College of Ceramics Schools of Art and Design and

A letter of interest and resume should be submitted before June 5, 1992 to: Daniel L. Meyer, Dean of Admissions

Alfred University 26 North Main Street Alfred, New York 14802-1011

Alfred University is an Equal Opportunity / Atlamative Action Employer

Industrial Engineering: Assistant Professor.

Teach Industrial Engineering courses, in particular manufacturing systems related courses such as monufacturing related in the area of industrial Engineering, in particular in the area of manufacturing systems and luminan factors. Long-term relating and juliy operations of the Engineering institute for Trauma and Injury Prevention.

This area requires knowledge of both manufacturing systems and murant factors. Childs Master's bevel students primarily in the area of manufacturing systems. Must

internal foctors. Lopa-term planning and ulair operations of the Emineeria leafs in the provision of the Emineeria leafs in the Color of the Emineeria



### DIRECTOR OF **GOVERNMENTAL RELATIONS**

Central Washington University is accepting applications for the position of Director of Governmental Relations. Reporting to the Vice President for University Relations and Development, the position has primary responsibility for University relationships with the executive and tegislative branches of state government, state and federal agencies. In addition the position will provide assistance to the vice president in the area of corporate support.

Minimum requirements include a bachetor's degree, two years of relevant professional experience in higher education, and two years of experience in working with governmental agencies at the state and/or federal level. Applicants should have the ability to work independently and perform under stress during long and irregular work periods and the willingness to travel extensively. Knowledge of public relations and fund raising in support of governmental relations a definite plus. Minimum salary is \$35,000. For a complete (ob description, call (509) 963-1484.

Applications must be received by June 19, 1992. Candidates should submit a fetter of application with a current assume and the names, addresses and telephone numbers of three references to:

Chair, Governmental Relations Search Office of University Relations & Development Central Washington University Ellensburg, WA 98926

Central Washington University is an Affirmative Action, Equal Opportunity Employer, Title IX Institution.

### SENIOR ADMINISTRATIVE ANALYST

### University of California, Santa Cruz

The University of California, Santa Cruz is recruiting for a Sr. Analyst to assume responsibility for the design, analysis, and reporting of a wide range of institutional studies/surveys to support campus planning & administration, in the Office of Planning & Budget, which supports the Chancellor in the areas of academic, capital, enrollment, and financial planning, policy analysis, and fiscal administration. Responsibilities: collect and analyze dare; provide written and oral reports which include conclusions, implications, and recommendations; identify campus information needs with respect to admissions, enrollment, budgetary, and academic planning; ensure the support of official campus data. Regultress extensive knowledge and experience with mainframe and microcomputers, including statistical, database, word processing, and spreadsheet software; excellent writing, speaking, and analytical skills. Contact (408) 459-2011 for Required Supplemental Application & copy of complete job description & requirements. Refer to Job #92-04-40. Starting salary: \$37,800-\$47,200\* (\*midpoint of the range). Extellent benefits package; attractive working environment in a beautiful setting overlooking the Monterey Bay, scenic community with clean air, and numerous recreational and cultural amenities. Applications/feumés, complete d supplemental, and salary blavory must be received by 6/26/92 at the UCSC. Personnel Office, 102 Communications Bldg., Santa Cruz, CA 93064. AA/EEOE.

### **Stockton State College HOUSING AND** RESIDENCE LIFE

COMPLEX DIRECTOR—Assist students in Residence Hall Complex in growth and development; supervise and evaluate student staff; coordinate and promote programming; handle discipline including advising the Community Standards Review Panel and administer facility needs. Master's Degree in Student Development or related field preferred. Bachelor's Degree and two years' residence life experience required. Experience with staff supervision and residence life programming desirable. Ability to deal with students with diverse backgrounds is essential. Salary: \$19,540/10 months, plus on-campus apartment. Salary may be higher depending on qualifications, experience and changes in the New Jersey State Compensation Plan. Screening to begin June 1, 1992. Anticipated starting date is August 3, 1992. Send résumé and three letters of reference to Linds S. Rhinler, Associate Director of Housing and Residence Life, Stockton State College, AA23, Pomona, NJ 08240. Stockton is an AA/EOE. Women and minorities are encouraged to apply, R203618.

Library: Reference librarian to movide public service primarily on weekends and eversions. Experience in interlibrary loan, bit-liographic instruction, and supervision of paraprofessional/student staff desirable. MLS required. College and OCL/Dynks experience proferred. Ten-month contract, starting August or September. Send a letter, vita, including names and telephone numbers of at least three references by June 19 to Dee Jacobs, Director of Fersonnel, Westminster College of Sait Lake City, 1340 South 1300 East, Sait Lake City, Itah 84105. EOE. Ubrary: Vanderbilt University Divinity Library seeks Librarian to catalos a major Judnica collection. This is an 18-month term position. Qualifications: ALA-accred-

Library: Head of Catalogies, Reports of rector, responsible for daily opening or catalog department, writing points at procedures, original catalogies, and maintain situations, and maintain situations, and maintain situation of cond. Supervise employees. Quesifications: ALA accrete MLS, cataloging experience, Profest in pervisory experience, familiarly with an opening of the control of 25,000 them will be completed in late 1993. The said collection of 25,000 them will be completed in late 1993. The said collection of 25,000 them will be completed in late 1993. The said collection of 25,000 them will be completed in late 1993. The said collection of 25,000 them will be controllection with the saidware size. LALINC, using NOTES. Send species with the collection of the saidware in letter, with, and manner. bus tearching and library instruction concepts and nethods. Destrable: 1-2 years' times reference superience: an academic nethods in physics, chemistry, and multifaction in physics, chemistry. A CD multifaction of 12 months. Pacilly status, tearre net, Sarry dependent on qualifications and caperience. Benefits include medical, stand, sale reference, and optional HAACREF. Letter of aspitication, reference should be received by June 26, 1992, Apply to Tunnas F. McNally, Assistian benefits of the physics services, Thomas Cooper Library, University of South Carolina 1998, 1998, 1991, 1 thrapt Refuence Librarian. Anticipated seasor, Fall 1997; twelve-month, trauer back position, Responsible for seneral refuences, proceedings, and interlibrary loan; documents spicies and procedures and coordinates specimes reports to the Director of the Library and uponts to other departments, Pealing reports to the Director of the Library and sports are processional and student available and processionals and student available, planticalions; ALA accredited spring processional reference and student available, the processional reference and student and salary are dependent upon expendent alary are dependent upon expendents of account to the procession of the procession

### **BULLETIN BOARD:** Positions available

**IIPWARD BOUND SUMMER PROGRAM** 

Job Opportunities Available at

### EAST STROUDSBURG UNIVERSITY

The East Stroudsburg University Upward Bound Program announces the following full-lime grant-funded positions at the Instructor level beginning August 8, 1992, for which applications are invited.

ACADEMIC COORDINATOR/ASSISTANT DIRECTOR: Muster's in Ed-ACADEMIC COORDINATOR/ASSISTANT DIRECTOR: Muster's in Education with Secondary Teaching Credential and minimum of five years' was experience with Upward Bound or similar type of program required. Background and experience in Special Education preferred. The successful andidate must be competent in student needs assessment, especially in the area of educational goals, academic skills, and personal development. Responsibilities will include designing curriculum which adheres to his school graduation and college admission requirements; coordinating and supervising the prescription and delivery of academic support serves; and training, supervising, and evaluating performance of instructors and tutors. Salary range is \$33,584-\$37,080 (12 months) contingent upon fanding.

finding.

COUNSELOR COORDINATOR: Muster's in Educational/Guidance Counseing, Student Personnel, or Social Welfare, with Bilingual Skills (Spanish-English) preferred. Minimum acceptable equivalent: B.A., B.S. in a related field with three years' counseling experience in TRIO or similar type of program. The successful candidate must be competent in cross-cultural counseling, minority and distudeantaged student development, and workshop design. Responsibilities will include advising/counseing multicultural and first generation students; maintaining contact with high school personnel, community and social service agencies; planning programs and implementing services designed to increase college awareness, financial aid and career options; and coordinating and supervising traidential component of summer program. Salary range is \$31,980-133,684 (12 months) contingent upon funding.

Sabau letter of application, résumé, and three letters of reference by June 19, 1992 to:

Dr. Germain Francois Chair, Search & Screen Committee Project Upward Bound East Stroudshurg University East Stroudsburg, PA (830)

ESU is an AA/EEO employer M/F/H/V. A Pennsylvania State System of Higher Education University.

### ASSISTANT DIRECTOR OF AUMNI RELATIONS

The College seeks are experienced administrator to full the position of Assistant Director of Alumni Relations. The Assistant Director is responsible for the supervision. drection, and development of the alumni relations progam. The successful candidate must have a Bachelor's degree; knowledge of alumni relations and fund raising practices and procedures. The successful candidate should have knowledge of higher education principles, pacities and procedures. SALARY: \$30,000-\$35,000 dependent upon qualifications and experience). STAR-TING DATE: Approximately July 1, 1992. Submit letter of intent, resume and the names, addresses and

taleghans numbers of five professional references by

May 29, 1992 to Mr. Philip Conroy, c/o Office of Human Recurses, Bridgewater State College, Bridgewater, MA 02325. **Bridgewater** 



Brams. The University Libraries is seeking a department head to offectively set priorities and direct its Cataloging Department. Reporting directly to the Dean of University Libraries, the successful candidate will supervise five librarians and five support staff and be responsible for coordinating the original catalogins, copy cataloging and staff and be responsible for coordinating the original catalogins, copy cataloging and pre-order searching of all library materials; maintaining the library catalog and related files; and participating in the governance of the library. The University Libraries will soon migrate to OhloLINK, a network of Ohlo academic libraries that utilizes IN. NOPAC aoftware. This position is a 12-month, tenure-track appointment with main dependent upon qualifications and experience. It includes 22 days vacation, standard benefits package and a starting salary NOPAC software. This position is a 12-month, tenure-track appointment with rails dependent upon qualifications and experience. It includes 22 days' vacation, standard benefits package, and a starting salary of \$34,000 per year. Qualifications: Applications: Applications and experience in area and a starting salary of \$34,000 per year. Qualifications: Applications applications and provides and cantile experience in area and months. Despite the provision and exact and provides experience in a real provides experience in a real provides and continue until the position in a filled. The salary is and confunct until the position in 6 filled. The salary is and confunct until the position in 6 filled. The salary is and confunct until the position in 6 filled. The salary of Akron, a know, Ohio 4432-7700, kepts and confunct until the position in 6 filled. The salary of Akron is an Equal Education and Employment Institution.

Library: Reference/Instruction Librarian. The salary interest in reference and obligary programs in the salary in the salary programs. The salary is a salary program of the salary interest in reference and obligaraphic in the bibliographic in the salary institution. Responsibilities include growtham of the prevision of the fleat of Reference and the library are reference as salary in the provision of the fleat of Reference and the library are reference as salary in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library in the provision of the fleat of Reference and the library is provised to the provision of the fleat of Reference and t

man results of Akron is an Equal Education and Results. A Management, Westled State College, Management of 1086. An African Equal Opportunity Embarrant Akton. Equal Opportunity Embarrant Management of Akton is the third target in teference and inhibitographic interests in the Akton is the third target in the Akton is an Equal Education and Explain and Institution. Berea in Akton is an Equal Education and Explain Institution. Explain with strong interest in teference and inhibitographic institution as part of the library program. Responsibilities include providing reference services, teaching in the obbliographic institution as part of the library program, and assisting reference services, teaching in the obbliographic in the obbliogra



invites
applications and nominations
for the following position:

#### Director The AAHE Assessment Forum

The Forum attempts to provide landership for the field of college outcomes
assessment, its director manages all aspects of Forum activity, including a national conference, publications program, and information requests. For the
post. AAHE seeks a person with oncampus experience. In sessessment, an
intellectual interest in the field's central
issues, and the ability quickly to become
a respected source of leadership for assessment practice.

resummit practice
The successful applicant needs a demonstrated capacity to organize and carry
out complex tesls, to write and speak
with clarity, and to deal effectively and
respectfully with diverse people. AAHE
seeks a director who can commit at least
two years to project leadership. Deadlines June 15. Applicants should provide a letter describing their interest, a
vire, and samples of their writing, preferably on assessment, to Jestica Holmes,
Director of Administration, AAHE, One
Dupont Circle, NW, Sie, 350, Washington, D.C. 20036.

An offirmative action, equal opportunity employer

# Director of Nursing and Allied Health



Burlington County College is a comprehensive community college serving one of the Northeast's fastest growing counties. The main campus is located in the Pinclands National Reserve of southern New Jersey. Burlington County has been rated by Outside magazine as one of the 100 best counties in the United States in which to live.

Burlington County College is seeking a Director of Nursing and Allied Health Programs.

Minimum qualifications include:

- Master's degree in nursing (doctorate preferred)
- Five years of nursing program administrative and/or teaching experience
- Clinical experience as a practicing R.N.
- Current (or eligibility for) valid New Jersey R.N. licensure

Position available May 1, 1992 or by agreement.

Applications will be accepted until position is filled.

Qualified applicants are asked to submit a letter of interest and resume to:



Kenneth D. McCarty Personnel Department **Burlington County College** Pemberton, New Jersey 08068

Affirmative Action/Equal Opportunity Employer (M/W). Women and minorities are encouraged to apply.

### **DIRECTOR OF FINANCE** AND OPERATIONS

The Nelson Gallery Foundation of bla The Nelson-Atkins Museum of Art is one of the leading general art museums in the country with collections from every art historical period and culture of the world, including Oriental, European, Classical, African, Pre-Columbian, American and Modern art. The Museum is internationally recognized for its Chinese art collection. There is a staff of 400 plus employees and operating budget of \$1 i.5 million. We are seeking an individual to direct the finance and operations functions, This position reports to the Director of the museum and works closely with the Board of Trustees. Reporting to this position will be the Finance Department, Human Resources Department, Information Systems, Security, Bookstore, Food Service, and Building Operations. This position is responsible for coordinating and supervising the above departments, as well as managing/controlling budgets and Investment activity, interacting with and coordinating activities with the City of Kansas City, Missouri and civic organizations. Candidates must have a BA in Business Administration or Finance (MS/MBA preferred) or related field, minimum 5 years of managerial experience in a not-for-profit organization at the senior management level, excellent communications, organizational, and team building skills, ability to interact effectively with diverse groups of people. Excellent salary and benefits package. Please send résumé, references, and salary requirements to Human Resources Department, ATTNi Sondra Taylor, The Nelson-Atkins Museum of Art. 4525 Oak Street, Kansas City, MO 64111. M/F. EOE.

### **BAKERSFIELD COLLEGE** Kern Community College District

1801 Panorama Drive Bakersfield, CA 93305 805-395-4253

### DIRECTOR OF THE INTERNATIONAL STUDENT CENTER

12-month (215 Day) Contract Filing Deadline: May 29, 1992 Application Procedure: Contact Personnel Office for application. Return it with resume, letter of interest, three letters of recommendation or placement file and ALL collegiats transcripts.

AA/FOE Women and minorities are encouraged to apply.

### **Director of College Relations Valdosta State College** University System of Georgia

Valdosia State College, a Senior College in the University System of Georgia, seeks an experienced public relations professional to lead a comprehensive communications program with the College's key constituencies. The College has been targeted by the Board of Regents for elevation to Regional University status July 1, 1992, and the appointee will Join a newly organized team of advancement professionals responsible for supporting the institution as it takes a leadership role in providing university services to South Georgia.

The College has an exceptionally beautiful 168-acre campus: employs 315 full-line faculty; and enroits more than 7500 undergraduate and graduate students in its Schools of the Arts, Arts and Sciences, Business Administration, Education, and Muraing.

Minimum qualifications for the position are a bachelor's degree and five years of progressively responsible work in the field of public relations. The successful candidate will have strong writing, speaking, and managerial skills. The ability to work well with others is essential in providing support to the President, Vice Presidents, Deans, and Department iteads. A graduate degree, experience in the news media, and accredited membership in the Public Relations Society of America are preferred.

Salary and fringe benefits are quite competitive. The College seeks and encourages applications from minorities and women. Interested persons should submit a letter of application, a résumé, and the names, addresses, and telephone numbers of five references by June 3, 1992 to:

David T. Shufflebarger Assistant to the President for Institutional Advancement Valdosta State College Valdosta, CA 51698

An Affirmative Action, Equal Opportunity Employer

tary, Neel Meanorial Library, Louisians State University in Shreveport, One University Place, Shreveport, Louisians 71115, LSU-8 is an Affirmative Action, Equal Opportunity Employer, Roview begins July iss and will continue until position in filled.

Libraryalibrary Science: Reference/Instruction Librarian with strons interest in reference and hibbliographic instruction. Berea is a tenure to reference fine tricition as part of the library program. Responsibilities include providing references services, teaching in the bibliographic instruction as part of the library program. Responsibilities include providing references services, teaching in the bibliographic instruction are part of the library program. Responsibilities include providing references services, teaching in the bibliographic instruction are part of the library program. Responsibilities include providing references services, teaching in the bibliographic instruction are part of the library program. Responsibilities include providing references services, teaching the bibliographic instruction are an administration of the library program. Responsibilities include providing references services, teaching the providing reference in the first program of the library program. Responsibilities include providing reference services, teaching the providing reference in the providing reference in the library program. The new undergraduale Management information systems in the study in the services of the control of the library program. The new undergraduale Management information systems is a tenure-track position at heating the sample of the library program of the library program. The new undergraduale Management information systems programs to a modern 645-ner method to a method of the library program. The new undergradual Management information systems program in the station of the library program. The new undergraduale Management information systems program in the station of the library program in the station as part of the library program. The new undergrad

and members of misority groups.

Management Assistant/Associate professor with applied and academic experience in field relating to innovation and technology from a management perspective. Areas of particular interest are total quality management, service industry innovation and producityity, and interractional issues relating to above areas. Ph.D. tequired. Applications will be accepted and reviewed until the position is filled. Please send lotter of application and curriculum vitae to Chairtan, Search Committee, Department of Administration Sciences, 88 Commonwealth Avenue, Boston, Massachusetts 02215. An equal opportunity, affirmative action employer.

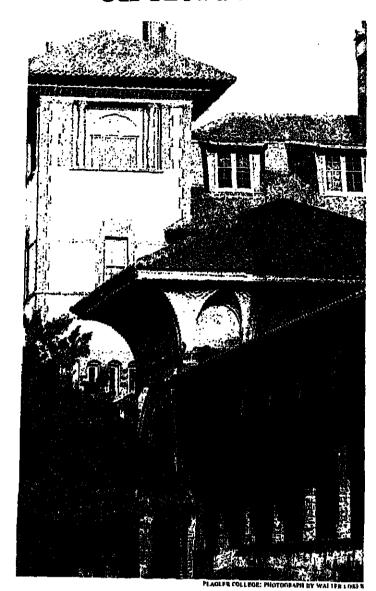
Management information Systems: The Department of Management Services and Information Systems are unity position in 1992 in Management Information Systems are unity position in 1992 in Management Information Systems Information Systems are unity position in 1992 in Management Information Systems are unity position in 1992 in Management Information Systems and opening for a fac-

ty; Dayton, Ohio 45435; 513/873-2377.

Markoting: Assistant Professor in Marketing. The University of Ranses School of Business is seeking applicants for a tenure track assistant professor position. The cardidate should be capable of teaching marketing courses in the undergraduate, marketing seek bearing tipor, so describe to the School and institution are expected. Candidates in all specialty areas of marketing with the considered but priority will be given to candidates with a background in sales, industrial marketing, retaining or marketing research. Send fetter of application and rissume to: Associate Dean, School of Business, 203 Summerfield, University, of Kanssa, Lawrence, Ransia 66045-2043 by September 15, 1992 for legital consideration. Application after their date will be reposition is filled.



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Institution	
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### DIRECTOR OF THE EDUCATIONAL OPPORTUNITY PROGRAM **SUNY PLATTSBURGH**

P. Educational Opportunity Program (EOP) is a New York State program to make scress and support services to students who are economically and economy disadvantaged. Approximately 215 students are enrolled in the

the constitution of the province of the provin

NY
P.EOP Director reports to the Office of the Vice President for Strutent Affairs
and a reportable for all activities of the program including staff supervision,
anneanged automing, record keeping and reporting, budgeting, a residential
arranging and for new freshman, and coordination of the Offices of Admissys and Financial Aid in the selection of students.

Sydend realized from the selection of students.

Outlications A minimum requirement of Master's Degree in Counseling, Psychology, Higher Education Administration, or related field; administrative upperson required with previous experience at the director's level preferred. Scrashid applicant must demonstrate the ability to interact and communicate Actually with students, faculty and staff, including multicultural, adult, and size non-traditional students.

### INDIVIDUALS WITH AN UNDERSTANDING AND SENSITIVITY TO MINORITY AND GENDER CONCERNS ARE ENCOURAGED TO APPLY.

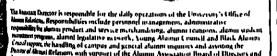
This a continuing 12-month position with starting date on or around August 1, 1992 Salary is competitive and commensurate with experience and fringe brain are excellent.

iopications will be accepted until position is illied. Sind application which should include letter detailing interest and pertinent reprience, curiculum vitae, and three current letters of reference to:

Chair, Search Committee c/o Office of Personnel SUNY Plattsburgh Box 1748-425 Plattsburgh, New York 1290 i

SUNY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

ASSOCIATE DIRECTOR



Publishers in a young and growing institutions which entrols nearly \$7,000 thing \$500 graduate students. The kinners six is hearted in Northal Ariginals, on Roads, a territorial six is hearted after which and its religion. Old Exemplian is responsed as a not, of Vigoria's training the distinct with program of fertings that have achieved national and international distinct of the six of Vigoria's training that have achieved national and international distinct of the six of the six

horming of applications will begin on or about hiery 2", 1991, and will continue until the

seno letter of application, vita, transcripts and three letters of recommendation to Ms. Cynthia D. Geoffroy, Acting Head, Department of Developmental Studies, Armatong State College, Savannah, Georgis 1419. Application deadline is June 30, 1992. AA/EOE: Georgia is an Open Records Law state.

vania 1942. AAROL.

Mathematics Education: Assistant Profesfor. Tenure-track, Mathematics Education, Plymouth State College. To teach 12
comact hours of undergraduate and gradusize courses in mathematics education,
mathematics, and statistics; advise graduate and undergraduate students; work with
students majoring in elementary education.

Candidate will have opportunity to work
with students majoring in maddle school
and secondary school mathematics, as well
as other mathematics majors. Multimum
qualifications: ductorate in mathematics
education with strong background in math-

### Randolph-Macon Woman's College

**DIRECTOR OF** 

PUBLIC RELATIONS

AND COMMUNICATIONS

Randolph-Macon Woman's College seeks a person of creativity and vision to lead the College's efforts in public relations and communications.

The Director will report directly to the Vice President for Develop-ment, Public Relations and Admissions.

The Director will be responsible for developing a comprehensive plan for promoting the College to all external constituencies, and will be responsible for college publications and media relations.

Qualifications: Applicants must have at least a bachelor's degree and a minimum of five years of public relations experience; exceptional writing, editing, and design skills; familiarity with media communications; managerial experience or potential; and a sensitivity to the goals of a liberal arts college devoted to the education of women.

Randolph-Macon Woman's College is an undergraduate, residential, liberal arts college with a long-standing reputation for academic excellence. Its enrollment of approximately 750 students represents over 40 states and 20 foxelgn countries. The 100-acre campus is located in a beautiful, residential area of Lynchburg in historic central Virginia.

Application procedure: Letter of interest and résumé should be sub-mitted before June 15th to:

James C. Kughn, Jr. Vice President for Development, Admissions and Public Relations Randolph-Macon Woman's College 2500 Rivermont Avenue Lynchburg, Virginia 24503

Randolph-Macon Woman's College is an Affirmative Action, Equal Opportunity Employer.

STARTING SALARY: \$57,372-\$72,000 COMMENSURATE WITH EXPERIENCE AND QUALIFICATIONS EXCELLENT FRINGE BENEFIT PACKAGE

HASTINGS COLLEGE OF THE LAW, located in the San Francisco, Civic Center area, is seeking qualified applicants for the position of LEOP. Reporting to the Academic Dean, the Director of LEOP is responsible for the administration, policies and public relations of an academic support program for approximately 300 law students from ethnic minority and disadvantaged

backgrounds.

POSITION REQUIREMENTS: Graduation from an accredited law school with a Juris Doctor Degree; membership in a state bar in the United States is required, proferably membership in the California State Bar. A minimum of three years of progressively responsible instructional, administrative and counsuling experience which involved working with persons from ethnic minority and disadvantaged backgrounds in an institution of higher education, preferably a law or other professional school.

TO APPLY: please contact Hastings Personnel Department at 415-565-4703 to obtain a required employment application and detailed job description. Plaing deadline 6/05/92.

An Equal Employment Opportunity Employer

UNIVERSITY OF CALIFORNIA

HASTINGS COLLEGE OF THE LAW

Director

Legal Education Opportunity Program

### THE COLLEGE BOARD

**Associate Director of Financial Aid Services** 

Founded in 1900, the College Board is a national nonprofit membership association of more than 2,800 colleges and universities, secondary schools, systems of higher and secondary education, and educational associations and agencies.

Western Regional Office

The Associate Director will serve as a highly visible resource leader who initiates activities and is responsive to questions and requests for assistance in dealing with issues related to financing postsecondary education. This position requires extensive travel within the region to promote CSS services and to provide training for school guidance counselors, agency staff, and financial aid administrators. In-depth knowledge of federal and state student aid programs, the financial ald application process, need analysis, student loan processing, and student ald delivery system is required. The Associate Director will have defined responsibilities for marketing products and services which the College Scholarship Service has developed to assist in the delivery of student financial aid.

The successful candidate should have a thorough knowledge of the principles and contemporary practices of student financial aid and student loan program administration; excellent communication skills, both verbal and written; three to five years of experience in an area directly related to student financial aid, student loan, or state agency responsibilities; and experience in associational relations and/or marketing/ promotion preferred.

The salary is competitive and employee benefits are superior. Please send resume with references before June 8, 1992, to:

> Mr. Richard Pesqueira Regional Executive Director The College Board Sulte 480 2099 Galeway Place San Jose, CA 95110-1017

The College Board is dedicated to the principle of equal opportunity, and its programs, services, and employment policies are guided by that principle.

### **Belmont Abbey College** RESIDENT DIRECTOR

Belmont Abbey College, a 4-year Catholic, Benedictine, Liberal Aris College announces an anticipated opening (July 25, 1992) for a live-in Resident Director of a co-ed Residence Hall and adjacent apartments (total of approximately 235 students). Qualifications include a Master's in Student Development or a related field, previous live-in experience in Residence Life, programming and Resident Assistant supervision and development. 10-month position with competitive selary and compensation package. Please sand a resumé and three letters of reference. Will accept résumés until position filled. Contact Julie Miller, Director of Residential Life, Belmont Abbey College, Belmont, N.C. 28012; 704-875.6893.

ematics. Strong background in statistics preferred. Experience teaching at elementary middle, or secondary school evolution, respectively. The granting of the proposed in the control of the control of



### DIRECTOR

### Academic Advising Services

The University of Northern lows is seeking a Director of Academic Advising Services, one of nine departments in the Division of Educational and Student Services. UNI has an enrollment of approximately 13,000 students and offers a broad range of degree programs and educational opportunities at the undergraduate and master's levels and advanced study in selected practitioner-oriented doctoral programs. Located in Cedar Falls, lows, the University is part of the greater metropolitan area of Waterloo/Cedar Falls with a population of over 110,000 residents. The area offers many cultural amendies and excellent schools and housing

excellent schools and housing.

Responsibilities: The Director is responsible for assuring that academic advising programs and services are responsive to the needs of students and of the highest quality. The Director provides leadership for development of academic advising university-wide with responsibilities for coordination of taculty advising and the direction and supervision of the Arademic Advising Services staff, establishes immediate and long-range departmental goals and effects staffing and organizational changes necessary to their achievement, administers departmental budgots; and assists institutional officials in formulating and implementing policies and programs directed toward enhancing undergraduals advising. This position reports to the Vice President for Educational and Student Services.

Qualifications: Doctorate in higher education, college student personnel, counseling or related field required. Five years' experience in higher education required with two years' administrative experience. Knowledge of student development theory and application required and teaching experience in a higher education setting preferred.

Department Description: Academic Advising Services is designed to assist students plan their educational programs, further develop their academic skills and use resources of the University to meet their educational goals. Students are provided services through three interconnecting functions: academic advising, examination services and reading and learning strategies. The staff, comprised of four professionals, two clerical and a student staff of peer instructors, peer advisors and office assistants, is committed to excellence in advising in the context of an integrated academic and student life environment.

Application Information: This is a 12-month position. Salary and benefits are competitive. Résumé review will begin June 22 and continue until an appointment is made. Appointment is August 1, 1992 or by agreement. Sand application letter, résumé and list of three current references with their addresses and telephone numbers to:

Director/Academic Advising Services Search Committee
Office of the Vice President for Educational and Student Services
University of Northern Iowa
103 Student Services Center
Ceder Falls, Iowa 50614-0382

An equal opportunity educator and employer with a comprehensive plan for affirmative action.

### ASSOCIATE DIRECTOR OF ADMISSION

Bennington College is seeking applicants for the position of Associate Director of Admission. An innovator in higher education since 1932, Bennington enrolls a national student body of 520 men and women.

We seek a mature person, primarily interested in working with the secondary school community and able to assume a key leadership position for the College. Excellent organizational and interpersonal skills and an ability to work creatively and collaboratively in a fast-paced environment are necessary Candidates should possess a sophisticated grasp of and commit ment to the liberal arts and knowledge of the college admission process from college or secondary level experience.

Please send a cover letter and resume to College, Krause, Director of Personnel, Bennington College, AA/f0f

Musice Catholic seminary-college seeks full-time person with Master's degree in Music to replace revent director in 2-year subbatical. Responsibilities: Chair Fine Arts Department; leach austic courses; direct liturgicat music and chornic. Résume by June 1, 1992, to Reverent Richard Steplas, Search Committee, Wadhams Hall, Rural Route 4, Box 80, Ogdensburg.

New York 13669.

Music, Violinis/Coordinator of String Pro-gram. A tentre-track assistant professor-ship in music beginning fail 1992. Amist vio-linist with proven teaching skills. Master's degree required. Doctorate preferred. Con-ducting and recruiting skills desired. Must be committed to the distinctive mission of a church-related liberal arts college. Send re-quest for vecancy notice to Br. Donald C. Brown, Chalrman, Department of Music, Wildam Jewell College, Liberty, Missouri 64068.

Musice Black [fills Stale University has the following position in the College of Arts and Rumandites. Tenure track position at the read of Astistant Professor. Teaching of undergraduate courses in Music which stain include Blementary Music for music majors and elementary Music for music majors and elementary Music for music pervises students, private leasures on percusation or woodwind instruments, surjections of percusation or woodwind instruments, surjections of experise. Doctorate in Music recaired; ARD will be considered provided the doctorate will be considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be completed by July 1993. Public school teaching experience is desirable, Application, considered provided the doctorate will be considered to considered the doctorate will be considered to considered the doctorate will completed by July 1995. Public school teaching experience is desirable. Applicants send a complete application packet including: a letter of application, a resume with at least three references listed, three current letters of recommendation, and transcripts from colleges attented. Only complete applications will be considered. Review with begin on June 12, 1992 and continue until the position is filled. Salary is negociable. Starting date is August 15, 1992. ECOVAA. Address: Amenios—Dr. Jim Cargill, Music Department Search Committee Chair. Box 9003. Black Hills. State University. Spearfish, South Dakota 57799.



### ASSISTANT DIRECTOR OF ADMISSION

### Williams College

Williams College, a private, coeducational, liberal arts college founded in 1793, has an opening at the Assistant Director of Admission level beginning July 1992. Candidates for the position must be familiar with the nature and aims of a selective liberal arts college and must be able to articulate and Jums of a scientife liberal arts college and must be able to articulate these qualities to prospective students, parents, and secondary school personnel. A full range of admission responsibilities includes interviewing, a minimum of four weeks of travel frequiring the Assistant Director to possess a valid driver's licensel, and an active role in decision making. An essential component of the position is the responsibility for coordinating the recruitment of African-American students.

Candidates must possess a BA degree or the equivalent, preferably from a liberal arts institution, with prior admission and/or teaching experience preferred. An ability to communicate with the entire college community and the public is essential.

As an affirmative action, equal opportunity employer, Williams College especially welcomes and encourages applications from women and minority candidates.

Interested candidates should send a letter stating their interests and objectives, along with their resume before Wednesday, June 3, 1992 to: Richard B. Bullett, Director of Personnel, Williams College, P. O. Box 476, Williamstown, MA 01267; (413) 597-2681.

**EEO/AA EMPLOYER** 

### DIRECTOR OF INSTITUTIONAL RESEARCH

East Tennessee State University invites applications for the position of Director of Institutional Research. This position reports to the Vice President for Information Resources and is responsible for the development and dissemination of analytical data related to academic and administrative prosemination of analytical data related to academic and administrative programs, data supportive of strategic planning, accreditation activities, curolliment trends, performance funding, facilities management, and required university internal and state/federal external reports. The Director provides assistance and counsel to all units in the analysis and interpretation of academic and administrative data in the support of decision making and policy formulation. Qualifications include a doctoral degree and evidence of progressively responsible experience which demonstrated competency in analytical ability and research skills using university data. Experience in the use of micro and mainframe computers and software for a variety of administrative and research applications, including design, analysis, and data base management, is required. Demonstrated leadership ability and strong interpersonal skills in working with all segments of the interest community is required. Submit resume or university application to the Office of Human Resources, East Tennessee State University, Pest Office Box 705t4, Johnson City, Tennessee 37614-0564. Applications must be received by June 15, 1992. AA/EOE. son City, Tennes 1992. AA/EOE.

### **DIRECTOR OF BUSINESS OPERATIONS**

Neumann College is a small, Catholic, liberal arts institution located on twenty beautiful acres between Philadelphia, Pennsylvania and Wilmington. Delaware. Neumann was founded in 1965 by the Sisters of Saint Francis and is committed to providing quality education in the Franciscan tradition. The College has approximately 1,200 students majoring in nursing, education, business, and the arts and sciences.

The position of Director of Business Operations is responsible for monitoring all daily business operations of the college, including: financial reporting and analysis, budgeting, maintaining proper fund accounting, coordinating the annual audit, cash management, and supervising business office personnel. A bachelou's degree in accounting or related field, two years' experience in fund accounting, good supervisory skills, and a working knowledge of computers are required. Also helpful is experience with an IBM 5/36, CMDS accounting software, and a PC with Lotus. The Director reports to the V.P. for Finance and Administration. Competitive salary with excellent benefits. Send letter and résumé by Monday, June 8 to Personnel, Neumann College, Concord Rd., Aston, PA 19014. EOE.

Music: Head of Costumes, Make-up, Wigs. Seekina applicants experienced in academic andre professional costume administration, costume construction, maintenance, planning, MFA in costuming defarable. Duties include supervision of staff members and student cottume crew, management of drass rehearsals and performances, maintenance of costume stores, purchase of materials, costume rentist, and possible designing. Season includes eleven under productions of opera, bellet and musical theatre. May be responsible for teaching costume construction. Salary and rank commensurate with qualifications. Letter of application, the letter of recommendation, via, other credentials to Henry A. Upper, Avoctoto Dean, School of Music. Indiana University, Biominaton, Indiana 47465, Applications received by Juno 15, 1992 will be assured of consideration, AA/EOR.

Music Apsistani Director of Bande/Instrumental Music Education, Rank: Assistani Professor (one year appointment beafnaling Pal 1992), Responsibilides: Assist with



### OFFICE OF ADMISSION

### Assistant to the Director of Admission

The College: Ithaca is a selective comprehensive college enolog approximately 6,410 students in five schools: Humanities and Sciences; Music; Communications; Business; Health Sciences and Fluman Performance. Located in the Pinger Lakes Region of upstate New York, the modern 600 acre campus ovedcoks Cayug Lake and the City of Ithaca. Lake and the City of Ithaca.

Lake and the City of Ithaca.

Responsibilities: Include extensive recruitment travel and management of a geographic region, interviewing, presentation of the College to a variety of audiences in a variety of format, personalized contact with prospective students, review of applications, and independent coordination of admission programs.

Qualifications: Include excellent oral and written communication skills, strong interpersonal and organizational skills, a communent to quality teamwork, a high level of initiative and motivation, and a willingness to work long hours and keep smiling Bachelor's degree required. Previous experience in admission advising or public relations desired.

Applicants: Should submit a lotter stating that there are

Applicants: Should submit a letter stating their interest, a ne-sumé, and three letters of recommendation to: Search Courdinator Office of Admission Ithaca College Ithaca, NY 14850

Review of applications will begin immediately and will contined until a suitable candidate is found. Preference will be given to applications received by June 3, 1992. The anticipated status date is July 1, 1992.

Ithaca College is an Equal Opportunity, Affirmative Action Employer. Minorities are encouraged to apply.

### ADMISSIONS COUNSELOR/ MINORITY RECRUITMENT

#### University of Scranton Scranton, PA 18510

The University of Scranton invites applications for the position of Admissions Counselor/Minority Recruitment which will become assable August 3, 1992.

The University of Scranton is firmly committed to the recruitment of minority students and all the admissions staff actively participate this effort. The responsibilities of the person filling this positional information programs, interviewing prospective students, group yesentations, etc. Working closely with other staff members, curst students, faculty and alumni, this individual will help to coordinate activities related to the recruitment of minority students.

Candidates should have a bachelor's degree, strong organizational and communication skills and a familiarity with Jesuit tradition. Some previous experience in admissions or related work is desirable. Candidates should send résumés and supporting documents fore June 10, 1992 to:

Rev. Bernard R. Molihenny, S.J. Dean of Admissions University of Scranton Scranton, PA 18810

An AA/EEO Employer/Educator

Marching Bands Show preparation—chart and teach marching fundamentals; direct baskethall Pep Band and Juzz Band II; assist with Concert Band. Teach applied and class brass, related instrumental music education courses as needed and recruitment. Requirements: Master's degree, doctorate preferred, successful secondary miblic school and college level experience desirable. Brass specialist—trumpet preferred. Send tetter of application, curriculum vitae, and three letters of recommendation to: Roland M, Carter, Head, Cade's Department of Music, The University of Tennessee at Chattanooga, 1619 McCallle Avenue, Chattanooga, Tennessee 37403. Application dendities June 17, 1992. No tapes or recordings until requested. Women and minorities are encouraged to apply. UTC is an Equal Opportunity, Allimaliva Action Employer.

Music: One-year appointment with possible tenure track position. Hestings College seeks instructor or Assistant Professor of Music (Woodwinds/Music Education) for 1992-93. Master's degree minimum, doctorate preferred. Commitment to undersraduate teaching. Hustings is an independent, co-educational, Presbyterian-related, 110-year-old liberal arts college with an FTE enroflment of 956 students. Momber NASM. Application materials available from Dean Dwsyne Strasheim, Hasilings College, Hastings, Nebraska 6890-02089; (402) 461-7360. Application deadline June

portunity Employer.

Musica Strings thatf-time position with additional half-time in community Suzuki program. Master's degree required. Performing violinist with recognized Suzuki training. Conducting experience preferred. University load includes string class, applied teaching, and string orchestre (six hour load). Minimum 18-20 hours of private/surup instruction in established Suzuki program. Instructor rank. University benefits apply. \$10,900 university salary with realistic expectation of doubling salary life of the salary salary with realistic expectation of doubling salary life of the salary salary with realistic expectation of doubling salary life of the salary sal

nutions and applications for the position of Director of Research. Challenging opposition for established investigate. Its for established investigate. Its for let for Nursing Research is in a salar sedemic beaith science present in Codesies. South Carollina. Application such as in lividit an earned Doctorate and significant research experience and record of publications. Send vitate to Nursice Search [5]. Chair-Search Committee, Codeso fish (Inc., Medical University of South Cafe. 171 Ashley Avenue, Christon, South Carollina 29425.

Carolina 29425.

Nursing: Nursing Faculty. Teampoints for Assistant Profession and Community and Adult least Nursing Community and Adult least Nursing Community of Adult Health Norsh Nursing in Community and Adult least Nursing Community of Adult Health Norsh Health Norsh 1952. EOE. Sepd vits to Katalace Blod 1952. EOE. Sepd vits to K

### Central Michigan University

CONTROLLER

Central Michigan University is seeking an individual to be re-sponsible for the management of the Accounting Services area which includes financial ac-

which includes financial accounting, accounting payable, payroll, and accounts/loans receivable. Education equivalent to a Master's degree/CPA with emphasis in accounting and finance and at least eight years of qualifying experience at the management level of financial administration, preferably in a university setting required. Salary is commensurate with qualifications and an excellent fringe benefit program is available. To receive full consideration, apply by June 6, 1992, by submitting a resume, names of three references, and salary requirements to CMU, Persunnel Services, 109° Rowe Hall, Mt. Pleasant, MI 48859. CMU IS AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY INSTITUTION.

#### Position #324

Regenent Systems Laboratories (MSL) in the College of Engineering at the Polyechoic Institute and State University has a full-time opening to Besenth Associate to serve as a Project Manager within the Organization Management Group. Research Associates work as managers in a non-state tack, restricted position funded by research contracts.

NULLETIN BOARD: Positions available

NON-INSTRUCTIONAL

RESEARCH ASSOCIATE

granuk, restricted position induced by the property of developing, delivering, researching, and per-lignable for designing, development and effectiveness research and inter-tions organizational development and effectiveness research and inter-tions of the property of

• experience to research, especially field experimentation and qualitative tendor. namous to facilitate meetings using state-of-the-art group process

techniques and tools; techniques and tools; the ability to recognize symptoms and investigate, classify, and solve no raue issues;

the ability to manage interdisciplinary projects including budgeting,
shedulag sponsor interaction, project scoping, supervising project
tem, proposal development, report development, synthesis, and oral

presentation, the shilty to recognize new opportunities and potential for further

the tabley to recognize me opportunities and the content with existent sponsors;
the ability to work independently as well as cooperatively in a dynamic might changing research environment;
thoselege of TQM roots and principles; and
thoselege of TQM roots and principles; and
the chiral content knowledge in one or more of the above mentioned

AD a held related to Management Systems Engineering (within Indus-nal Engagering, Industrial/Organizational Development, or related fields) patent has no fitteen years of active research/consulting experience reared Mast be able to qualify for Department of Energy "Q" security

lear of application should be accompanied by a resume and the names of thereferences. Please refer to position #3.24 when submitting application/

Management Systems Laboratories Personnel Department 1900 Kraft Drive Blacksburg, Virgina 2-0000

lystations will be reviewed starting July 1 and continue until the position add Vogania Tech is an Equal Opportunity, Afformative Action Employer Women and minorities are encouraged to apply.

### **County College** of Morris

### Director of Institutional Research & Planning Search Reopened

he Comy College of Morris Division of College Advancement and Parking is seeking a seasoned professional to administer a comprisence institutional research program which will support enough decision making, planning, outcome assessment, accredition and evaluation. Your responsibilities will include governmental spotting, sintegic planning, oncoliment projections, environmental standay, and providing research support for marketing and fund rising efforts.

The ideal candidate will possoss... Master's degree (doctorate preferred) in a related discipline. Sold background in educational research and statistics as well as knowledge of current educational issues.

f At least three years of experience within a public college or university.

Working knowledge of computers and statistical applications.

Excelent oral and written communications skills.

Todams oral and written communications skills.

The eler a competitive satary, commensurate with qualifications, shop with excellent benefits. If interested and qualified, please white your resume with five reference including most recent species, by June 12, 1992 to: Director of Human Resources, Ourly College of Morris, 214 Center Grove Road, Randolph, lieu Jersey 07869-2085
five/sersey 07869-2085
five/sersey 07869-2085

Nursing: Faculty position—Management.
Full-time position available August 1992.
Responsibilities include classroom and
clinical teaching, advising of students,
clinical teaching, advising of students, soon as pusable to: Ms. Fille Mattner, flumen Resources Department (CHEI, UMDNI, 45 Knightsbridge Road, CN 6810, Piscataway, New Jersey 6885-6810. UMDNI is an Affirmative Action. Equal Opportunity Employer, mility, and a nember of the University Health System of

committee assignments and university committee assignments and university for the carbing experience preferred, Doctorate preferred, Salary and rank commensurate with qualifications. Equal Opportunity Employer. Send resume by June 12, 1992 to Dean, School of Nursians, Barry University, 11300 NE Second Avenue, Milmi Shores, Florida 33161.

### French/Italian Section **Collection Development Department**

French/Italian Bibliographer and Head of the

Reporting to the Head of the Collection Development Department, the incombent manages the work of the section (2.5 fte) and serves as selection specialist for French Italian Rumanian, and Albanian materials. The incombent evaluates, Selects, a quires inhough pure hase origity library materials the ference materials, monographs, serials, including purmals, newspapers, independents, visual and andreas usual collections, compact disks, computer tapes, etc. 1, currently published in France. Italy, Rumania, and Albania time looking French language publications from the Benelux countries, and French and Italian publications from Swazerland) dealing with a wide range of subjects in the humanities and so talls, betters. The meanthern has overall curatorial responsibility including collection evaluation and preservation and participates in the development and implementation of collection policies. As Head of the French and Italian Section, the incumbent has fiscal responsibility for a monograph budget of approximately \$2.50,000.

The Collection Development Department consists of six language based sections teach encompassing collection development and acquisitions functions) and the Giffs and Exchange Division

Qualifications: Earned doctorate and professional degree in library science preferred, expertise to brench and Iralian and knowledge of the history and culture of the countries, knowledge of the blook trade and publishing patierns; substantial successful collection development experience including fiss all management; a record of achievement in the profession; knowledge of scholarly trends and educational programs; knowledge of bibliographic standards and procedures. The successful candidate will have a firm grasp of current research library issues and the ability to work collaboratively with colleagues, faculty, academic programs and the larger library community.

Anticipated hiring range high 40s to low 50s

interested candidates may send a letter of interest, resume and the names of three references to Hazel C. Stamps, Director of Personnel Services, Harvard College Library, Widener 188, Cambridge, MA 02138, Harvard University upholds a commitment to Affirmative Action and Equal Opportunity



### MISSISSIPPI STATE UNIVERSITY PROGRAM COORDINATOR

### The Holmes Cultural Diversity Center

Responsible for assisting with the coordination of cultural diversity

Responsible for assisting with the coordination of cultural diversity programs, activities and special events; race relations workshops; and the Center's five-year plan for cultural diversity. Additional responsibilities include assisting with advisement of minority students and student organizations and supervising the peer counselor program.

QUALIFICATIONS: Candidates should have experience with cultural diversity programming, administrative experience, experience with problem solving, knowledge of student development theory, excellent communication skills, and a bachelor's degree (master's degree pre-

A letter of application and three letters of reference should be sent to the address below. Applications will be accepted through June 20, 1992, or until the position is filled.

Program Coordinator Search Committee
The Holmes Cultural Diversity Center
Mississippi State University
P. O. Drawer 6172
Mississippi State, MS 39762

Mississippi State University is an Equal Opportuni Affirmative Action Employer

### UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

### **Assistant Director of Admissions/** Minority Emphasis

Emphasis on minority student recruitment. Responsibilities include seven weeks of recruitment travel, interviewing, correspondence, spplicant evaluation, and planning recruitment events. Qualifications: Bachelor's degree required, Master's degree and previous admissions experience preferred. Strong writing and speaking skills essential. Position available immediately following search. Salary: \$20,000-

Sand letter of application, résumé, and ilst of three references by June 15, 1992, to:

Or. James C. Walters Director of Admission University of North Carolins at Chapel Hill CB #2200, Monogram Club Chapel Hill, North Carolina 27599-2200

An Affirmative Action, Equal Opportunity Employer.

lites are eccouraged to apply.

Nursing: Faculty/Outreach Coordinator. Visiting faculty nontion available as Coordinator of BSN/A/SN Outreach Programs of the UNCO School of Nursing in cooperation with the Northwest Area Health Education Center for courses taught in Hickory, North Carolina. This ten-month sostion, contingent upon availability of funds, includes teaching undergraduate antiforgraduate courses in area(s) of expectite and coordinating faculty in other areas, recruiting students, and coordinating clinical preceptors. Salary and rank commensurate with credentials and experience. Doctorate in pursing or rotated field preferred, may be disable for RN licensurate in North Carolina. Nursing: Indiana Vocational Technical Col-lege-Bloomington Camous is seeking facul-ty members for new Associate Degree Nursing Program. Qualifications: MSN or

### **DIRECTOR OF PUBLIC SAFETY**

California State University, Sacramento is seeking a Director of Public Safety. The Director is responsible for the overall protection of lives and property within the judsdiction of the University, plans and directs the personnel, budgetary and operational activities of Public Safety Department including general law enforcement, crime prevention, Bicycle and Pedestrian Safety, lost and found, special programs (V.I.P. protection, etc.) and ancillary safety programs (Emergency Disaster and Preparedness, fire control, etc.); acts as liston with city, county, state and federal law enforcement officials. Bachelor's degree from a four year college/university in police science, criminology or public administration (additional qualitying experience may be substituted for the required education above the level of an associate of arts degree or equivalent units, on a year-for-year basis). Five years of progressively responsible law enforcement or public safety experience within a college/university environment including three years in supervisory capacity. Must meet all appropriate P.O.S.T. and CSU training standards. Sand letter of application, résumé and names of three references to: Office of Faculty and Staff Affairs, California State University, Sacramento, 6000 J Street, Box PS, Sacramento, CA 95819-6032. Review of applications begins on June 3, 1992; position open until filled.

California State University, Sacramento is an Affirmative Action, Equal Opportunity Employer, and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people, including underrepresented ethnic minorities, women, disabled individuals, and Vietnam-era vetarans who are representative of the diversity in California. CSUS hires only those individuals who are lawfully authorized to accept employment in the United States.

will be accepted until the position is filled. West Liberty State College is an Equal Opportunity Employer.

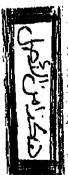
Nursing: Faculty Positions. Full-time rositions in Adult Health Nursing and Paychiat-ric-Mental Health Nursing available in Nul-Accredited Associate Degree Pro-

portunny binjuoyer.

Nursing: Faculty Positions. Full-time rositions in Adult Health Nursing and Paychiatric-Mental Health Nursing available in NLN-accredited Associate Degree Program, Troy State University School of Nursing, Monagomery, Alabama campus. MSN required, teaching experience preferred. Salary and benefits attractive. Positions available Soptember 1, 1992. Send curriculum virse, official college/university transcripts, and three lotters of professional reference to Office of Personnel Services, Troy State University. Troy. Alabama 36082. Applications will be considered as received until positions are filled. Troy State University is an AAVIEO omployer. Blacks, Regules, and other minor-lites are encouraged to apply.

Prankfort, Kentucky 40602-1592.

Philosophy: Oldahoma City University is accepting applications for a tenure-track Assistant Professor in Philosophy beginning August 15, 1992. Ph.D. required, teaching experience destred. Twelve hour load per semuster. Summer teaching available. Must teach one general education course each semester (Philosophy of Cultura, introduction to Bithes, Philosophy of Religion or Philosophical Issues in Contemporary Culturel. Teach Political Philosophy of Political Science Department. Also teach Introduction to Christian Ethica and unper-division Problems and Issues in Christian Ethics for School of Religion. Expertise in History of Anglett and Medieval Philosophy necessary and compatence in ethics and Christian open. Send letter of application, full resume fineluding transcripts), and three letters of recommendation to: Dr. Leo G. Werneke, Dean, Petree Collego of Arts and Science, Oklahoma City, Ok



**RULLETIN BOARD: Positions available** 

SOUTHERN CONNECTICUT STATE UNIVERSITY

**Director of Intercollegiate Athletics** 

Aphcations are invited for the position of Director of Intercollegiate Alhletscat Southern Connecticut State University. Located in historic New Haven,
sea towering alfords access to cultural and educational advantages in one of
the op rated living areas of the nation. The University's intercollegiate progam preenly includes 12 men's teams and 10 women's teams and compets at NCAA Division if level. Over the years, Southern has developed a
taddonofbeing highly competitive at both the national and Olympic levels.
Southern maintains an outstanding athletic program due to its excellent
coaching staff and athletic facilities. Among these facilities are an indoor sixline 220-yard running track, two swimming pools and a new outdoor multipurpose, artificially-surfaced playing field.

pupose, artificially-surfaced playing flett.

RISPONSIBILITIES: The Director of Intercollegiate Athletics is responsible for the organization and management of the University's intercollegiate althletic program including budgeting, personnel, planning, fund raising and leak program including budgeting, personnel, planning, fund raising and leaking activities. In addition, the Director coordinates all athletic scheduling and ensures compliance with the rules and regulations governing the operation of the athletic program including adherence to NCAA rules. The Director also monitors the eligibility of student allieties and recommends to the Intercollegiate Athletic Board specific policies and procedures for implementing the general athletic philosophy of the University. This person also represents the University with the conferences and appropriate organizations.

QUALIFICATIONS: A baccalaureate degree; coaching experience, prefera-by on the collegiate level; administrative experience in intercollegiate alh-leid; evidence of ability to be successful in marketing and fund raising; an understanding of the role of a Division II athletic program; strong oral and white communication skills; commitment to follow the letter and spirit of NCAA rules and affirmative action policies.

the position is a twelve-month administrative appointment with a highly competitive salary and an excellent benefit package including full tuition values in the Connecticut State University System for the employee, employee's spouse, and unmarried dependents under age 25.

Deadline for receipt of letter of application, résumé, and a list of three references is June 12, 1992. Send to:

Martin I. Curry
Executive Dean's Office
Engleman 1.46
Southern Connecticut State University

SOI Crescent Street New Haven, CT 06515

An Equal Opportunity, Aftirmative Action Employe

Academic Advisor,

of applications will start June 1,1992.

send resume and cover letter to: Robert H.

Van Meter, Director, University Without Walls, Skidmore College, Saratoga Springs, NY 12866. Skidmore College is an affirmative scilon/equal opportunity employer and educator. Minorities are encouraged to apply.

Director of Development

Chaleston Southern University is seeking an energetic and experienced professional development officer with a successful record of fund raising a college or university setting. The Director of Development reports to the Vice President for Development. Primary responsibilities include raising unrestricted funds, and funds for academic scholarships and capital projects. Competitive salary and benefits. A bachelor's degree is required; a master's degree is preferred.

Carteston Southern International Activate Libertal arts

Chaleston Southern University is a coeducational, private, liberal arts university located in one of the most beautiful regions of the Southeast. The University is committed to academic excellence in a Christian environment. Qualified candidates should forward résumé and cover letter to hits Simms, Personnel Office, Charleston Southern University, P. O. Beg 1087, Personnel Office, Charleston Southern University, P. O.

Charleston Southern University is an affirmative action employer and does not dis-charlest on the basis of race, color, national or ethnic origin, hundicup or sex.

University Without Walls

Midmore College, a four-year, coeducational liberal arts college located in Saratoga Springs, NY, invites applications for the following faculty appointment.

Full-line position available. Responsibilities: Academic advising and general administrative duties in Skidmore College's external degree program. Qualifications: Advanced degree in an academic discipline and experience in college teaching and curriculum development. Experience with non-traditional adult students desirable. Duties to begin September 8, 1992. Screening of applications will start lune 1 1992.



Austin Community College is a two-year comprehensive community college located in the Capital Area of Toxas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 students. The College maintains an "open door," admissions policy. Applications are envited for the gostion of:

#### Counselor

Responsibilities: Plan and implement counseling and student support services for vix attornal students entering non-traditional careers. Recruit, arient, and counsel students regarding success in college and the workplace. In-service faculty regarding equity related issues in the classroom and workplace. Monitor student progress and provide retention and follow-up statistics and reports. Work cooperatively with carriers between the return to the responsable return. pus Support Center siah and various college and community offices to foster success of program.

Qualifications: Mayer's degree in Guirtance and Counseling required. Closely related degrees considered depending on experience. Community college counseling experience presents. Experience with exactional programs preferred. Knowledge and experience with equity ossues preferred. Effective written and oral communication skills. Ability to organize and implement a multi-faceted program. Ability to work offer these in a disease and larganife multi-faceted program. ellectively in a discret and dynamic multi-campus organization

Salary: Subject to placement based on full-time faculty scale. This is a grant position, Starting date contingent upon availability of Coordinating Board funding. One year appointment subject to Co-

### 1#059206 Applicant Statement of Qualifications required.

A complete application and resume must be received no later than 12 Noon, June 11, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 59 80 Middle Fiskville Road, Austin, Texas 78752.

NOTE: Austin Community College does not accord employment applications or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY

### EASTERN KENTUCKY UNIVERSITY



### AUTOMATION LIBRARIAN

Responsible for planning and implementing an automated library system (NOTIS), working closely with computer center personnel, library staff, and vendors, coordinating user education and staff training, and providing microcomputer and telecommunications support services for library.

Qualifications: MLS from an ALA-accredited library school; a minimum of 2 years of managerial experience in an automated library environment, including significant responsibilities in the area of planning and implementing NOTIS-type systems; strong working knowledge of OCLC, MARC-based databases, and microcomputers; demonstrates effective interpersonal and communications skills. Annual 10 month appointment; initial appointment, August 1, 1992

May 31, 1993. Send letter of application, vita, and three professional references to Automation Librarian Search Committee, Library, Eastern Kentucky University, Richmond, KY 40475-3121. Application review will egin June 15, 1992, and will continue until the position is filled. Eastern Kentucky University is on Affirmative Action/Equal Opportunity amployer. Employment eligibility verification required, immigration Reform and Control Act of 1986.

### **MILTON ACADEMY** Milton, Massachusetts

### **DIRECTOR OF ADMISSIONS**

Milton Academy is seeking a Director of Admissions for grades 7-12. This position involves the coordination and implementation of all admission procedures including selection and training of staff, coordination of travel, interviewing, and the selection process. The position requires excellent skills in communications, management, public speaking and writing. Please send credentials and three letters of reference to:

Edwin P. Fredie, Headmaster Million Academy 170 Centre Street Deadline: May 27, 1992

Committee, Pennsylvania, State University, Department of Philosophy, Box 15, 240 Sparks Building, University Park, Pennsylvania 16802. Applications received by November 15, 1992 will be assured of consideration. However, suplications will be considered until position is filled. An Affirmative Action, Equal Opportunity Employer, Wornen and minorities are escouraged to aprily.

Philosophy: The Pennsylvania State University, Philosophy Department—Department Head. Senior rank. Preferred starting date effective July 1, 1993. Senior scholar with significant administrative experience and a strong publication record. Substantial professional reputation and promise of distinguished future work expected. Salary competitive. Opportualty to foster the growth of a productive, laternationally recognized faculty and a strong graduate pro-

### Service/Marketing Positions **ACT Southwest Region**

Opportunity for professionals interested in marketing/service activities related to educational assessment and career planning services. Work involves developing and executing marketing/service objectives, conducting workshops/consultations, computer applications, and preparing written communications for educational leaders. Extensive travel in Arkansas, Louislana, New Mexico, Oklahoma, and Taxas accessary. The two positions are: tensive travel in Arkansas, Locisium, .... Texas necessary. The two positions are:

Director, Career Planning Services—improve use of ACT's educa-tional and career planning services, with emphasis on use of DISCOV-ER. ACT's computer-assisted career and educational planning sys-tem. Applicants should demonstrate an understanding of career de-velopment theory and direct involvement in delivery of career planning services with computer-assisted systems. Sales experience highly desirable.

Assistant Director, Assessment Services-Improve use of ACT's educational assessment services, with emphasis on use of the ACT Assessment and ASSET programs at postescondary institutions. Ap-plicants should demonstrate knowledge of educational measurement and statistics and microcomputer applications in educational assess-

Both positions require progressively responsible exparience in related educational situations, and exceptional communication and interpersonal skills. Compensation is competitive with excellent benefit

To apply, submit letter of application; résumé; and namee, titles and telephone numbers of three professional references to: Assistant Vice President/Director, ACT Southwest Regional Office, 8303 MoPac Expressway North, Suite 228, Austin, Texas 78759-8369, Application deadline is June 5, 1992, with anticipated starting date of August 10, 1992.

ACT is an Equal Opportunity, Affirmative Action Employer.

Washington State **University** at Puliman

Director, Wilson Compton Union Building

WSU seeks a director for its Compton Union Building with demonstrated leadership skills, a commitment to student development, and proven business expertise with a strong service orientation. The director is responsible for CUB services, programs and facilities including a 230,000 square foot union with recreation, diring, meeting and conference spaces; 30 guest fooms: 6 feased shops; and a nearby 9-hole golf course. Total operating budget exceeds \$4 million; staff includes 54 faculty or classified staff and 300 part-time staff, primarily students.

The director, who reports to the Vice Provost for Student Atlairs, advises the Union Board and the Associated Students on direction of programs sponsored by an active Board and the Associated Students on direction of programs sponsored by an active student government. Due to its residential character, WSU has many student activities including extensive intramural and co-rec programs as well as traditional co-curricular character.

Requirements: A successful candidate will have at least five years of experience in student union management and programming, and at least a master's degree in student personnel, student development, higher education administration or other relevant field. Knowledge of load service operations, eather contracted or self-operating, is required. Salary negotiable.

Salaty negotianes.

Review of applications have begun, continuing until a suitable candidate is identified.

Candidates are encouraged to have materials to WSU by June 3rd. Send application letter, résumé and three current references (names, addresses, telephone numbers) or nominations to: Barbara Petura, Assistant President for University Refailons, Compton Union Director Search, Washington State University, Pullman, WA 99 164-1040. WSU is an Equal Opportunity, Affirmative Action Employer. Protected group members are encouraged to apply.

#### **DIRECTOR OF INTERNATIONAL** STUDENT AFFAIRS and **ADMISSION PROCESSING**

Responsibilities: For international students: recruitment, admission, evaluation of credentials, and retention activities. For U.S. students: application processing and evaluation of credentials. Qualifications: Hold at least a bachelor's degree, experience with automated admission system, and knowledge of INS regulations. Salary range: \$25,000.

Letters of application and résumés will be reviewed as they are re-ceived. Send to:

Executive Director of Euroliment Services Nicholls State University P. O. Box 2004 Thibodaux, Louisiana 70310

Nicholis State University is an affirmative action, equal opportunity employer. Women and ethnic minorities are encouraged to apply.

graut. Teaching load negotiable. Support for research. Area of specialization: Open. Area of competence: some area in the history of philosophy. Nominations invited. Applicants should send full curriculum visual through May 8, 1993. Teach Sociolog/Psychology of Privacial Activities and History and Philosophy at the undertake and the names and adviresses of at least three references to: Chair, Department three thre Head Search Committee, Pennsylvania State University, Department of Philoso-play, Box 50, 240 Sparks Building, Univer-sity Park, Pennsylvania 16802. Candidates are upact to apply by September 30, 1992, but all applications will be considered until the rosition is filled. An Affirmative Ac-tion, Equal Opportunity Employer. Wom-en and minorities are encouraged to apply.

responsionates matching the candidate's expertise will be assigned. Position to be filled pending approval of Central Administration approval. Send vita, Jenters of recommendation, and transcripts to Chair, SociolosyPsychology Search Committee, School of Physical and Health Education, University of Wyomains, Laramie, Wyomains 82071-3196.

ming \$2071-3196.

Physical Education: Motor Development. Burry University, Miany Shores, Plorida. Nine-month faculty position. Doctorate required, Bank and aniary commonstates with qualifications and experience. Responsibilities include administrative position as "Department Chair". Not display excellent undergraduate teaching attills in motor development or motor tearing, as well as ability to teach other Physical Education and administration, and one as "Department Chair". Not display excellent undergraduate teaching attills in motor development or motor tearing, as well as ability to teach other Physical Education and administration, and of employed the excellent undergraduate teaching attills in motor development or motor tearing, as well as ability to teach other Physical Education theory courses. Evidence of services, as cholarly, and research activities also sough!, interest in development of services are accounted. Send letter of application, returned, samples, of written work, transcripts, and at least three letters of reference to Dr. O. Jean Carna, Doan, Barry University, 11200 N.R. 2 Avenus, Miarrol Shores, Florida 33161. Fost-punk deadline: June 10, 1892.

W. Chesson, Associate Chancellor for Human Resources and Affirmative Action, USC Coastal Carolina College, P. O. Box 1954, Conway, South Carolina 29526. Screening will begin on June J., 1992, and will conflune until position is filled. USC Coastal Carolina College is an ECVAA Em-

Physical Education: Georgia College, Chair and faculty member of Health and Physical Education, Academic year, tenure track position, Dectorate required, Administrative duties include program development budget oversight, supervising staff, etc. Department offers undergraduate and graduate programs. Salary and rank commensurate with experience. Application review will be in June 15, 1992 and continue until position is filled. Starting date: September 1, 1992 or Janpary 1, 1993. Seed letter of application, vita, official transcripts and twee letters of recommendation to: Dr. Al Sofalvi, Chair—Search Committee, Box

### Program Administrator/ **Science Educator Teacher Preparation Program**

The Teacher Preparation Program of Princeton University is seeking a science educator to administer a program, funded by Merck & Company, which will improve the teaching of science

in elementary and secondary schools Reporting to the Director of the Teacher Preparation Program, selected applicant will have responsibilities for recuiting to dents into the program, advising, mentoring, and arranging field experiences; supervising practice teachers, developing intenships in a variety of settings; assisting the Director with teaching the Senior Seminar in Education. Additionally, will work with the Senior Seminar in Education. Additionally, will work with faculty and Merck scientists to develop seminars and summer workshops in hands-on science; coordinate program with science faculty. Plasma Physics laband Merck, and serve as listen

An advanced degree in science or science education, signific teaching experience at both pre-college and college level, strong organizational and interpersonal skills and writing shilly are essential. Must have ability to take initiative, work both with people and independently and handle multiple tasks effectively.

Send 2 copies of resume to: Human Resources, Clie Itali, Dept. 1224 DJ, Princeton, NJ 08544, no later than June 5, 1992.



with other science education efforts statewide

### DIRECTOR OF MINORITY PROGRAMS School of Engineering and Applied Science

UNIVERSITY OF VIRGINIA

The School of Engineering and Applied Science at the University of Virginia seeks applicants for the position of Director of Minority Program. The responsibilities include academic support, recruitment and professional exposure programs designed for African American and Hispane students, and the development of corporate and foundation support. The student services range from prospective undergraduate proparatios programs to Ph.D. recruitment. The stuff includes a secretary, two patients faculty advisors and several graduate counselors. The Director reports to the Associate Dean in the School of Engineering and works closely with university faculty, high school of Engineering and deministrators, and corporate representatives. Candidates should have a master's degree in engineering cultration or administration. Applicants with Ph.D.'s are encounged to apply. The School of Engineering and Applied Science has enrollments of 1,550 undergraduates. 700 graduates. Faculty number 135. Approximately 9,5% of the students are African American and 1,5% are Hispanic. The University of Virginia has a total student population of 17,500. Applicants should send a letter of application to the Chair of the Minority Director Search Committee, Dean's Office, A-128 Thornton Hall, School of Engineering and Applied Science, University of Virginia, Charlottesville, Va 22903. The position will become open on September 1, 1992 and the section process will begin June 1. The University of Virginia is an EEO/AA employer.

### **ADMISSIONS POSITIONS**

Fordham University Invites applications for passible openings in the Undergraduate Admissions Offices at both its Rose Hill and Lincoin Center campuses. These positions might range from entry level admissions counselors (no experience required) to an assistant director (2-3 years admissions experience) to an associate director (5-6 years admissions experience). All positions require excellent speaking, writing and organizational skills. Candidates must possess a valid driver's license, and be willing to travel and work long hours. Although not required, a good sense of humor is helpful. A minimum of a bachelor's degree is required.

Please send resume by June 1 to: William DiBrienza, **Director of Admissions** Dealy Hall - 115

FORDHAM 441 East Fordham Road Bronx, NY 10458-5191 University

Physical Education: Faculty position in the Division of Health and Physical Education. Oivision of Health and Physical Education. A temporary one-year aspondancia. Market and the second of Health and Physical Education and the second of the second of the physical stress that the men's and the second stress that the men's and women's tennic stress of application, resume, official resume of the second of th

flyrical Plant Management: Director of Parisal pant, Indiana University at South Send (1.1%). By Invites applications and Sections for the position of Director of Sections for the position of Director of Sections of the Physical Plant Development (1.1%). By Invites a Plant. This position reports to the Section of the Physical Plant Development (1.1%) is the Physical Plant (1.1%) is the Physical Plant University at South Bend, Indiana Model. Indiana M



### **DIRECTOR OF DEVELOPMENT**

Hartwick's Director of Development is the chief fund-raising officer of the College. The Director works with the Vice President for External Affairs in shaping and furthering Hartwick's development enterprise. The Director will july an experienced professional staff comprising four individuals responsible for annual giving, special gifts, and corporate, foundation and government support. Our requirement is for imaginative leadership rather than for cluse supervision. The chief expectation of the Director is to extend Hartwick's major gifts program through direct engagement with prospects and donors.

We seek a seasoned development professional skilled in both the science and art of fund raising. Applicants should have appropriate fund-raising experience, preferably in higher education. Knowledge of planned giving is essential. Salary is competitive.

Hartwick is completing a \$21 million capital campaign which has added significantly to its \$50 million endowment and its distinctive campus, which overlooks the Susquehanna River Valley.

Candidates will be reviewed beginning June 1. Nominations and applica-tions, including résumé and professional references, should be sent tu: Exter-nal Affairs Office, Hartwick College, Oneonia, New York 13820. Hartwick College is an equal opportunity emp

### **NURSING PROGRAM DIRECTOR**

Franklin University, accredited by the North Central Association and the National League of Nursing, is an independent urban commuter institution serving a diverse student population. The University provides student-centered community responsive education for personal

Franklin University seeks a dynamic Program Director for its baccalauseds degree aursing completion program serving about 180 students. The Director would be expected to continue the program's historic focus upon curriculum and teaching innovation and help fulfill its potential to become a national model for nursing education. A master's in nursing and a Ph.D. are required. Send application letter and vita to:

Personnel Department - Nursing Franklin University 201 S. Grant Ave. Columbus, Ohio 43215

The Search Committee will review applications beginning June 1, 1992, and will continue to review them until the position is filled. A start date of September 1, 1992 is preferred.

### Student Activities Advisor/Greek Affairs WESTERN ILLINOIS UNIVERSITY

Under the general supervision of the Director of Student Activities, the position involves advising frakvirities, knotities, the interfratemity Council, Panhellenic Association and the newly formed United Hellenic Council, supervising two graduate assistants, and instructing a leadership course. The advisor series as a member of a centralized programming and activities staff which is ned administratively with a large university union complex.

Adapter's degree in appropriate discipline desired (dudent personnel, recreation, higher refuration). Two years' experience in Greek advising, programming and leadership development pielerred. Position available: July 1, 1992. Salary: \$21,000 to \$25,000.

Please submit a résume, including three letters of reference to Mr. Jim Miner
Office of Student Activities — University Union
Western Illinois University
Macomb, 1, 61455
1309) 298-3232

Screening will begin on June 10, 1992 and continue until position is titled.

Western Illinois University is an Affirmative Action, Equal Opportunity employer and has a strong institutional commitment to diversity. In that sprit we are particularly interested in receiving applications from a broad spectrum of people, including minorities, women, and persons with disabilities.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

### **Dataloads** Manager

Founded in 1974, The Research Libraries Group, Inc. (RLQ) is a cooperative association of leading educational, scientific, and cultural institutions.

RLG is seeking a Dataloads Manager to plan and implement the toading of data from outside sources into the Research Libraries Information Network (RLIN) and other databases. The incumbent will manage a group that analyzes file data content, determines and documents methodology and conversion rules, arranges with file owners and sources necessary transmittal and loading requirements, and implements and troubleshoots the loads. The manager is a member of the Operations Division management team. Requirements: comprehensive knowledge of current and past US MARC formats and cataloging practices; understanding of complex data base designs, and online and batch services in a mainframe data center setting; experience working in the MVS environment using IBM job control language; supervisory experience; effective problem solving skills; ability to work irregular hours to ensure that service commitments are met. Salary: \$3,157 - \$5,289/ month, depending upon background and qualifica-tions, plus Stanford University benefits.

To apply, send resume and cover letter, highlighting qualifications by June 1, 1982, to: Denise Sefranks (VA#80781-CHE), Human Resources, The Research Libraries Group, Inc., 1200 Villa Street, Mountain View, CA 94041-1100. An equal opportunity employer through affirmative action.

The Research Libraries Group, inc.



PERSONAL SAME OF SAME

### ASSISTANT DIRECTOR OF MULTICULTURAL AFFAIRS

### **Ball State University** Muncie, Indiana

Responsibilities: Advise student organizations; coordinate cultural, educational, social programs and activities; develop linkages necessary to enhance the delivery of services to individual students and student organizations; support and facilitate an appreciation of diversity among campus constituencies, assist in the development of retention strategies for students of color. Minimum Qualifications: Master's degree in student personnel, higher education, counseling, or related field; strong planning, programming, and communication skills; knowledge of student development theory and its applications in the college setting; experience in providing services and programs for students of color. Send letter of application, résumé, and names, addresses and telephone numbers of three references to: Dr. Barbara Jones, Associate Vice President for Student Affairs, Student Life, Student Center 224, Ball State University, Muncie, IN 47306. Review of applications will begin June 15, 1992 and will continue until the position is filled.

Ball State University is an Equal Opportunity, Aiffrmative Action Employer and is strongly and actively committed to diversity within its community.

### **CALIFORNIA STATE UNIVERSITY FULLERTON**

Coordinator, Student Academic Services

This senior level position reports to the director and assists in the management and operation of counseling and retention activities. Responsibilities include planning, organizing, and administering the office of Student Academic Services which results in the retention and graduation of economically disadvantaged and/or undenegresented students. Additional responsibilities include program planning, needs assessments, coordination of services from other university support units, and budget management.

university support units, and budget management.

The successful candidate should be a student services professional with at least four years of college or university experience in program planning and development areas. A master's or doctoral degree is preferred. Salery ranges from \$3,252 to \$3,919 per month. For consideration, please submit a resume and cover letter indicating Job #2139 no later than June 4, 1992 to: Personnel Office/California State University Fullenton, 800 N. State College Blvd., Fullerton, CA 92634. AA/EOE/Title IX Employer.

be commensurate with qualifications and styperiones. Applicants about have a Ph.D. in Electrical Engineering, Applied Physics, or Mechanical Engineerings (or equivalent), and must possess good testing skills. Freference will be given to applicants with several years of successful understaduate (tagching experience; experience with lab PCs will be an asset as well. Application should include a letter of application, resume, transcrings from desce granting institutions (officials required at time of amployment), and three letters of reference addressing institutions (officials required at time of amployment), and three letters of reference addressing institutions (officials required at time of amployment), and three letters of reference addressing in applicant's teaching akills in addition to other relevant attributes, send directly by the reference. Apply to Dr. Kea Lundburg, Desan, College of Social and Natural Sciences, Bendull Sate University, Bendull, Minnesota 56691, Describe June 15, 1992, or until filled.

Physics: Wheeling Jeuni College. Instructor for Introductory Physics Laboratories
at a moderate-sized Catholic liberal arts
college is south; needlas funding approval.
Individual with organize and run laboratory
courses. appearize undergraduate axisitants and be willing to work one-on-one
with attuents, Master of Science Degree
required. Appointment as academic professional (non tempe-track). Salary based on
qualifications according to faculty salary
olan. Send résumé, transcripte, and three
résences by June 1 for Dr. Indirecrésences by June 1 for Dr. IndirecKnorr, Department of Physics, Wheeling
Jesuit College, Wheeling, West Virgina
26003, AA/EOR.

### Milwaukee Area Technical College

### DIRECTOR, STUDENT AFFAIRS

Mitwaukee Area Technical College, the largest and most comprehensive within the Wisconsin Technical College system, is seeking a Director, Student Affairs.

MATC serves a district of 1.2 million residents through its downtown Milwaukee campus, three regional campuses and numerous satel-lite programs throughout the district.

Under the direction of the Vice President, Student Development, the Director, Student Affairs will plan, develop, implement, and manage student affairs functions. Responsibilities also include regulating student activities, enforcing discipline, and processing legal cases. The Director will maintain an efficient working atmosphere for students and staff, and ensure that activities and services are carried out in accordance with established goals and objectives and district policy.

Candidates must hold a Master's degree in education, administra-tion, guidance and counseling or related field and extensive experience in supervision and management of a student development program in a community college or university; or any equivalent combination or experience and training which provide the necessary knowledge, skills and abilities.

To apply, please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by June 3, 1992. Floring of applications will begin June 11th, and continue

MILWAUKEE AREA TECHNICAL COLLEGE 700 West State Street Milwankee, WI 53233

MATC is an Affirmative Action(Equal Opportunity Employer.

### **DIRECTOR OF ADMISSIONS** AND FINANCIAL AID

North Central College seeks an energetic and experienced leader to develop and manage the recruitment and admission of undergraduate students. Founded in 1861, North Central is a comprehensive liberal aris college serving 1300 traditional-age, full-time undergraduates (850 live on campus), as well as 800 part-time evening and weekend students. Located in a high-tech, high-growth suburb 30 miles west of Chicago's Loop, the College's Fail 1991 freshman class was the largest in its history (344), with an average ACT of 25,

Reporting to the Vice President for Engollment Management and Student Affairs, the Director will be the supervisor of all staff members in the Office of Admission and Pinancial Aid.

The successful candidate will be a person with at least a Bachelor's degree and preferably a Master's degree, 3-5 years' experience in higher education with some administrative experience, and a thorough understanding of and commitment to the educational values of a college like North Central. The screening of applicants will begin May 25, with the expectation that the successful applicant will start by July 1, 1992. Send letter of application and

Professor Howard Mueller Cheir, Admission Search Committee North Central College 30 North Brainard Street P. O. Bow 3063 Noperville, U. 60566-7063

North Central College is an Affirmative Action, Equal Opportunity Employer

Traditical Science: The Department of Politi-cal Science at Oregon State University in-vites applications to fill a one-year, full-

Physics Research: Physics Research Associate. Theoretical amorphous semiconductor and surface science studies. Duties include the analysis of the theoretical and experimental amorphous semiconductor and aniface science literature; the formulation of problems in terms suitable for theoretical study; the application of ab initio quantum mechanical techniques; and computer programming and calculations on Idah speed workstations and supercomputers, Application of publications to referred four masks. Annual Salary: \$26,000. 40 hours week. Starting date: July 1, 1992. Resumds must include applicant's social security number and refer to Job Order Number NC 7211846 and DOT code 990.227-010. Interested persons should apply at their nearest 105 Service Office, or submit a resume to Job Service office, or submit a resume to

sive to the needs of dissecured courses.

Psychology: Psychologist. The University of Southern Catifornia Student Counselins Service is seeking a full-time (31.5 per week) psychologist to begin September 1, 1992. This is a permanent 12 month position which includes the University benefit package. Salary is competitive. We mitidipate additional openings this summer. The provision of sturt-term psychotherapy, crisis intervention and group counseling as well as supervision and training of internation and enter ship and consultation to the University Community are the unafor responsibilities. A doctorate in clinical or counseling psychology and aligibility for licensure as a

### SOUTHERN CONNECTICUT STATE UNIVERSITY

## **Director of Health Services**

Applications are invited for the position of Director of Health Services at Southern Connecticut State University Dicated in historic New Haven, the University affords access to cultural and educational advantages in one of the top rated living areas of the nation.

RESPONSIBILITIES: The Director directs and supervises the various as-RESPONSIBILITIES: The Director directs and supervises the various aspects of health care for students in the university setting and provides, along
with staff, primary ambulatory and inpatient service for students and emergency care for the entire university community. He/she is involved in the
epidemiological aspects of communicable disease that occurs on campus and
shares with local authorities environmental concerns that affect the health of
the campus. In addition, he/she consults with other University departments
and provides leadership for all programs and services provided through the University Health Center.

QUALIFICATIONS: Five years of experience in the private practice of medicine or health care administration, an M.D. and the ability to obtain Connecticut licensure are required.

The position is a twelve-month administrative appointment with a highly competitive salary and an excellent bencht package including full tultion waivers in the Connecticul State University System for the employee, employee's spouse, and unmarried dependents under age 25.

Deadline for receipt of letter of application, résume, and a list of three references is June 12, 1992. Send to:

Roger J. Bergh Executive Dean Engleman 136 Southern Connective State University 501 Grescent Street New Haven, CT 06515

An Equal Opportunity, Affirmative Action Employer



### **SOUTHEAST MISSOURI** STATE UNIVERSITY **DIRECTOR OF RESEARCH AND GRANTS**

Office of Research and Grants

The responsibilities, in brief, include: providing technical assistance to faculty and staff in the development of proposals for resources available through grants, contracts and cooperative agreements: supporting project directors: serving as liaison with external agencies; providing institutional leadership in the provision of materials and events related to successful fund seeking; and to stimulate fund-seeking activities. QUALIFICA-TIONS: Doctorate required. Strong interpersonal skills with a thorough knowledge of federal grant programs and a record of acquisition of external funds. The successful applicant must demonstrate an understanding of and strong commitment to a service orientation and cultural diversity. MINIMUM AVAILABLE COMPENSATION: \$34,000/year. The University provides an excellent benefits program including leaves and insurances. provides an excellent benefits program including leaves and insurances.

APPLICATION DEADLINE june 19, 1992. To apply, send letter of application, résumé, and telephone numbers of three current references to Director of Personnel Services, Southeast Missouri State University, One University Plaza, Cape Girardeau, MO 63701.

AN EQUAL OFPORTUNITY, MIF. AFFIRMATIVE ACTION EMPLOYER

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES



Position available July 1, 1992 for an Assistant Director of Student Activities, Individual will direct and advise Student Voluntary Services, assist in meeting the needs of faculty advisors of student organizations, coordinate the commuter affairs program and advise the Non-Traditional Student Association, assist in student organization and leadership development, and administer student organization budgets. Minimum Qualifications: Master's degree in student personnel or related field, evidence of skills in organization, communication, advising, and program development. Prefer at least one year of professional experience in higher education. Salary range \$22,000.\$24,500. Send letter of application, resume, and names, addresses, and telephone numbers of three references to: Dr. Barbara Jones, Associate Vice President for Student Affairs, Student Life, Student Center 224, Ball State University, Muncle, IN 47306. Review of applications will begin June 8, 1992 and will continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

California Fauchologist are required. While this is a generolist position, demonstrated at this is a generolist position, demonstrated at this and interest in one or more of the following areas is a sunjor asset: women's support groups; califu disorders, leablan issues; ethnic minority issues. Please submit a leiter of interest, reamen, and three letters of reference by Juna 15, 1992. The search will continue until the position is diffed. Bradford D. King, Ed. D.; Director, Student Counseling Services; University of Southern California; 3375 South Hoover Street; Suite K.; Los Angeles, California 9007-7796. USC is an Equal Opportueity, Affirmative Action Employer. Women and ethnic minorities are shough encouraged to arphy.

Psychology Southern University at Baton Rouge, Chairperson, Department of Psychology. The Department of Psychology invites applications and nominations for the position of chairperson. Applications must be postunarized by June 10, 1992, and the anticipated starting date is August 13, 1992. Applicants for the position should

have the carned doctorate in psychology from an APA approved program, an established record of research and teaching at both the graduate and undergraduate levels, and demonstrated leadership ability. This is a full-time, nine-month, tenuer track position, with an opportunity to work during summer sessions as desired. The applicant should qualify for the rank of associate or full portessor. The salary is associated or full portessor, the salary is associated and in the consideration of the salary is associated and in the salary is associated and the salary is a salary in the salary is associated degree in post psychology and rehabilitation sourcessors. The chairperson will be expected to provide strong and dynamic isaderability for the faculty, to direct the undergraduate and graduate programs, to storying direction in actionary and professional involvement for the faculty, to faster and relative and with the grant of the faculty, to faster and relatives with other grass of the University and with the grant grass of the University and with the grant grass of the University and with the grass of expectives.

DIRECTOR, PROGRAM AND RESOURCE DEVELOPMENT

PimaCommunityCollege

Plans, directs, and reviews activities and procedures related to the introduction of new educational services, programs, and curricula that respond to community needs and campus growth; identities, researches, and secures from Federal, State, and community sources, the resources needed to support program initiatives; coordinates assigned activities with other College departments and outside agencies; provides on a limited basis, grant development technical assistance to District offices as assigned by the Vice Provest of the Education Center-South; and provides highly responsible and complex administrative support to the Dean of Educational Services.

REQUIREMENTS: Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, educational administration, business management, or a related field. A master's degree is desirable. Five (5) years of increasingly responsible experience in the development and administration of programs in a college or university or comparable setting, or a related field.

STARTING ANNUAL SALARY: \$34,799

Review of staff applications will commence on June 8, 1992 and will continue until the position is filled. To be considered, a complete Pima Community College application, a resume, unofficial treascripts and the names of three (3) current references must be submitted. Fallure to complete the application requirements will result in the submitted. Failure to complete the application requirements will result in elin tion of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 85702-3010 (602) 884-6624

Pima Community College is committed to multi-cultural diversity and is an equal opportunity, affirmative action employer. Women, minorities and other protected classes are encouraged to apply. Pima Community College will be closed on Fridays from May 22, 1992 through August 7, 1992. Pima Community College will be closed on Monday, May 25, 1992, in observance of Memorial Day.



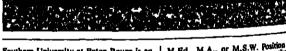
### ASSISTANT DIRECTOR OF CAREER SERVICES & PLACEMENT

Responsible for management of day-to-day operations of the MBA Placement Office. Specific duties will include career counseling, job search seminar development, and assisting the Director in developing new job leads, as well as developing relationships with employ-

Candidates should have a good understanding of the MBA environment and career options, and knowledge of employers and job search strategy.

Interested candidates should submit resume and salary history to: Assistant Director Search, Duke University, P.O. Box 40001, Durham, NC 27706. No phone calls, please.

> Duke University is an Equal Opportunity Affirmative Action Employer.



Southern University at Baton Rouge is an Historically Black land-grant college with over 9,000 students. The University is an edgaree-granting colleges, in addition to the Graduate School. Its exampus is sluated on bluffs overfooking the majestic Mississippi River in the capital city of Baton Rouge, Applications should include a complete résumé and three professional references and should be sent to Dr. Murelle G. Harrison. Chairperson, Search Committee, Department of Psychology, Southern University is an Equal Opportunity Institution.

Psychology: Northeast Missouri State University, Ririsville, Missouri Tenure-track Assistant Professor, anticipated August 24, 1992. Teach, developmental psychology: Teach, developmental psychology of profession of the profession of the profession and psychology. Historical profession and psychology. Historical psychology. Agust 24, 1992. Teach, developmental psychology.

live Action, Equal Opportunity of the Periodegy Counseling Guidance Assistant Associate Professor (Teams in prognations). The professor of the Professor (Teams in productions) for specialty preferred, all own chology, 100 specialty preferred, College teach master a degree considered. College teach ing and/or business experience desired at least of the professor of actionary possible, by well as gyddessor of actionary possible, as

**BULLETIN BOARD: Positions available** 

### \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* DEAN

### COLLEGE OF ARTS AND SCIENCES **VANDERBILT UNIVERSITY**

Vaderbilt University invites applications and nonlimitions for the po-gos of Dest, College of Arts and Sciences.

soon of Dean, College of Arts and Sciences.

1000 of Dean, College of Arts and Sciences.

11st Dean bears choof responsibility for the academic, fiscal, and administrative leadership of the College of Arts and Science and reports maistaive leadership of the College of Arts and Science and reports deale to the Provest. We seek a distinguished selection with outstand-teal to the Provest we seek a distinguished selection with its capable of fostering bigh quality research and teaching. Candidates must quality for appointment of the special professor tenure in a department of the

College.

Condendit University, an independent, private institution founded in 1873, has approximately 9,000 students and 1,400 full-time faculty students as a single campus. Its schools include the College of Arts and Science, the Graduate School, Bluir School of Music, Owen Graduate School of Management, Penhody College, and the schools of Engaceting, Law, Medicine, and Nursing.

The College of Arts and Science, with approximately 3,400 undergradults and 600 graduate students, occupies a central position within the Conventive in uncertainty of the Conventive in the Conventive in 18 Programs, pursue a broad range of activities in touching and research.

adreseach.
Yndebilt University is committed to the principles of diversity and illumities colon. It strongly encourages nominations of, and application by, inhority and female candidates. Vanderbilt is an Affirmative Action, Equal Opportunity Employer.
Applications should include a letter of interest, a curriculum vitue, and the names, addresses, and telephone numbers of at least four reference. Rominations should be made by letter. Please send these mate-

Professor Randolph Blake, Chair College Deanship Search Committee Office of the Provost 221 Kirkland Hall Vanderbilt University Nashville, Tennessee 37240 FAX: 615-322-7829

The Search Committee will begin reviewing applications in no

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### **MUSKINGUM** COLLEGE

#### Assistant Dean of Student Life

Makingar College Invites applications for the anticipated position of Assistant Dean will serve on the student literal advantage primary responsibility for the initiation and coordination diversioner service program. In addation, the Assistant Dean will assist in the magnetic of the residence life program. Live on campus. Ten-month motion

tales should send cover lotter and resume by June 8 to:

Dr. David Skeen Student Life Office Muskingum Coffege New Concord, OH 43762

Makingum College, founded in 1837, is in a ded in Southerastern Ohio an a ming 215-acte campus. Affiliated with the Pre-hyterian Chirch (USA), Makingum College offers a strong liberal arts undergraduate program and Muse's Program in Education. Muskingum College is an Equal Opportunity imployer.



### ASSISTANT DEAN OF STUDENTS

Ains College is seeking an Assistant Dean of Students to be responsible for Greek Affairs, new student orientation and a 200 bed, co-ed redeance hall. The Assistant Dean satects and trains the student Orientation Committee, oversees student House Managers for Greek and independent houses and supervises one Assistant Hall Director and deren Reskent Assistants. Requirements: Master's degree and expensions in residential Ille and Greek affairs. Remuneration: \$17,000-1886 jung furnished apartment, board, fringes, and \$1,500 fulltion sestance. Submit cover letter, résumé, and names of three references by May 28th to James W. Kridler, Dean of Students, Alma College, \$14 West Superior Street, Alma, Michigan 48801. Minorities and women strongly encouraged to apply.

indust coanses in existing programs and specification, advise students, supervise its coanselly and service to the cociangs, audit with program development of the program development wording Employer.

Mik delnektration: North Georgia Coldination of the Management of the Coldination of the

DOF/AAE. HOF/AAE.

Public Relations: Director of Public Relations and information. Responsible for promoting internal and external publicity for Olenville State College. Advisor to student newspaper and College yearbook. Arranges classes in hournalism required for newspaper production. Plans television, radio and advertising coverage of the College, his students, faculty and staff. Applications, credentials, transcripts, etc., plus three letters of recommendation to Dr. William K. Simpons. Predient, Olenville State College, Glenville, West Virginia 26381; 1904) 462-7561. Position open until qualified candidate chosen. EOE/AA. Minoritles encouraged to apply.

Public Relations/Paikgralions: Director of

**DIRECTOR OF** CORPORATION/ **FOUNDATION** RELATIONS

Reference 92-088 Sølary: \$2,767-\$5,171/per month

The Director is one of six se-The Director is one of six senior professional positions reporting to the Vice President for Development (who is also the President of the University of Washington Foundation). The Director will plan, manage and direct the efforts to attract private corporate and foundation support for the University of Washington. Will establish goals, objectives and strategies for the Corporations/Foundationa Relations program, working with constituency directors to achieve these goals. Participate actively in goals. Participate actively in the solicitation of major gifts (\$100K and above) from corpo-rations and foundations.

rations and roundations.

Requires Bachelor's degree and a minimum of five (5) years of professional development experience, preferably at a major academic institution; comparable professional experience will be considered. Superience will be considered. Superience will be applicated to the considered of the consider rior writing ability and strong interpersonal skills are essen-

Salary and general benefit package are competitive and will be commensurate with experience. Send letter, current résumé and names of three refresorms and traines of interest energes by June 30, 1992, to:
Marianne Haggerty, University of Washington, Office of Development, 403 Administration Building, Al-10, Seattle, WA 98195. An EEO/AA employer.

UNIVERSITY OF WASHINGTON

# LEADERSHIP OPPORTUNITIES

Kings River Community College

in Central California ■ Associate Dean of Instruction - Community Campuses

MINIMUM STANDARDS: Includes a master's degree.



STATE

CENTER

COLLEGE

COMMUNITY CAMPUS CENTERS: Community Campus is a program developed to provide a college education in the convenience of a student's community. Classes are fully accredited college courses which meet the graduation requirements for two-year degrees and are transferable to the California State University system. Currently 80 part-time instructors teach at the six community campus locations. At the present time, over 2,100 students are enrolled.

DUTIES & RESPONSIBILITIES: Include working with department chairs and Dean of Instruction in the development and growth of the Community Campus Centers; including needs assessments and establishing business and community relationships in the individual communities; responsibility for evening classes offered at other community campus sites; and for other evening classes offered at the main campus (Kings River Community College campus); developing and scheduling classes and directing activities to publicize and to promote instructional programs; serving as a liason between the department chairs, faculty, and student services at KRCC and the instructors at the community campus sites; responsibility for the process to evaluate instructors for improvement of instruction, for retention, and/or dismissal; making adjustments pertaining to enrollment according to registration trends and fiscal demands; responsible for budget recommendations and administration of the budget; reporting to the Dean of Instruction.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an earned doctorate.

COMMUNITY

Starting Date: 7/1/92 (or ASAP) Filing Deadline: 6/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

### 

DEAN FOR ACADEMIC AFFAIRS Wilcox College of Nursing is a newly licensed independent college dedicated to nursing. Affiliated with a community hospital, we offer a program lending to an associate degree in nursing. The Dean is the academic officer, reporting directly to the President. Responsibilities include: planning, developing, and implementing the nursing program in keeping with the institutional mission and accreditation. Recruitment and development of faculty and staff, and implementation of academic policies and procedures, as well as budget management. Qualifications: Master's in Nursing required; Doctorate preferred. Experience in associate degree education with curriculum expertise strongly desired. Progressive experience in academic administration, program development, strategic planning and accreditation. Excellent written and oral communication skills are necessary. Forward resume by June 15, 1992 to Susan E. Abbe, President.

Wilcox College of Nursing 28 Crescent Street Middlelown, CT 06457

Au Equal Opportunity Employer 

### **UCLA SCHOOL OF NURSING**

Associate Dean for Administration effective financial and administrative services in support of the School's academic mission. Reporting to the Dean, this position manages the School's facel affairs, staff personnel, allocation of space and equipment, and public relations and development coordination. Qualified applicants must have a Baccalaureate in Numing, Master's and Doctorate In Numing or related area. Detailed knowledge of numing curriculum and clinical practice. Sentor level management experience with demonstrated staff in financial planning and sentor level management experience with demonstrated staff in financial planning and analysis, budgeting, cost control and institutional analysis. Demonstrated staff in strategic planning and in managing complex human resource issues. General knowledge of manage-ment information systems. Demonstrated and communication, writing, and interpersonal skills. Salary dependent upon qualifications. Excellent benefits package.

Please send vits with cover latter indicating qualifications for the position to Dr. Ada M. Lindsey, Dean, UCLA School of Nursing, 2-256 Louis Factor Building, (Dept. C.), 19833 Le Conte Avenue, Los Angeles, CA 90024-1703. An Affirmative Action Employer.

and broadcast materials for off-campus dis-tribution. Advanced degree in marketins/ public relations, excellent oral and written public relations, excellent oral and written communication skills, ability to work with communication skills, ability to work with a variety of publics, and related osperience a variety of publics, and related osperience in higher education and/or industry re-quired. Twelve-month position, directly re-quired. Salary is competitive. Send ri-cum and cover letter with three references sponsible to president. Salary commensurate with candidate qualifications, plus attractive benefit parchage. Submit curriculum vitae, published asmyles of writing public relations materials, and three current references to: Dr. Mikel V. Ary. President, Colby Community College, 1255 South Range, Colby, Kansas 6701 by June 10, 1992. Position available immediately. BOP.

### UNIVERSITY OF **WISCONSIN CENTERS** STUDENT SERVICES

Fond du Lac

Position: Director of Student Services.

Position: Director of Student Services.

Qualifications: An earned doctorate and supervisory experience preferred. A master's degree and broad experience in post-secondary education are required. Experience should include 3-5 years of full-time employment in Student Services functions at the college level. Must be well-organized and demonstrate effectiveness in working with people.

Responsibilities: The Director of Student Services holds a 12-month academic staff appointment and reports directly to the campus dean. She/he is responsible for supervising a broad range of student services, including admissions, registration, counseling, academic advising, carer services, and student activities. Duries also include providing liaison with baccalaureate institutions and the community, developing and monitoring the Student Services budget, and investigation of student disciplinary cases.

Seorting Date: After August 1, 1992.

Storting Date: After August 1, 1992.

The Campus: The UW Center-Fond du Lac, one of 13 University of Wisconsin Centers, is a freshman-sophomore liberal arts transfer institution with an enrollment of over 660 students. The campus is located in a small city of 40,000 people in east-central Wisconsin. Salary: Competitive based on experience

To Apply: Send letter of interest, résumé, copies of transcripts, and names and addresses of three references to:

Eunice Hensel, Secretary Search and Screen Committee UWC-Frond du Lac 400 Campus Drive Fond du Lac, WI 54935

Application Doubline: June 25, 1992. representation Describe: june 45, 1972.
Wis. Stats. 19.36(7) perinits applicants for employment to request that their application be kept confidential. Please indicate in your application whether you wish your interest in this position to be held confidential or if your identity can be revealed.

tions and nominations for the position of Registrar/Australia to the Dean. Responsibilities will include manusing student academic records, preparing student academic records, preparing students and engineering at adeats how to confuse the faculty, this person may also assume program responsibilities, college degree and knowledge of scalemic procedures required. Seatingry education procedures required. Seatingry education reports, and maintaining absoratory estimated reports and maintaining absoratory estimated. procedures required. Sominary education praterred, Review of applications begins May 25, 1992, and constnues until position is Biled. Applications and nominations should be directed to Frederick Tiffany. Dann, Methodist Theological Science, P. O. Box 1204, Delnware, Onto 43015-0931. Applications from women and minorities are especially encouraged. AA/EOE.

Research Research Instructor. The Department of Ontopaedics and Rehabilitation at Vanderoit University invites applications for a son-tenure-track faculty position, The successful candidate must have a Ph.D. in Mechanical/Maierials Engineering and at least one vear's postdectoral experience is orthopaedic research. Preference will be given to candidates with a strong miteratt and expertise in mechanical testing, materials characterization, stress and Bulurs analyses, corrosion, iribulosy, musculoskeletal mechanics and total Joint replacement Arthorofissty, Experience with quieroscopy (SEM, TEM), radiography,



# - Metropolitan 🧪 State College of Denver

### DEAN

### SCHOOL OF LETTERS, ARTS AND SCIENCES

Mistropolitan State College of Denver (MSCD) is accepting applications an normations for the position of Dean of the School of Letters, Arts and Sciences normations for the position of Dean of the School of Letters, Arts and Sciences Founds of in 1965, ASSCID is the torgest hard-year hyricalizate are public institution in the United States. The College places a high value on teaching, learning, and personal interaction with students and is committed to delivering quality undergraduate orbit attention, and to broadening both a cross and diversity. The faculty of MSCIT are equally committed to the College and the surrounding community. The College is organized into three Schools Business; letters, Arts and Sciences; and Protessional Studies. To cated in downtown Denver, the College islanes the 17-taure campus of the Auratia Higher Education Center with two other postsecrinalary invillutions. A full-and partition testically of 650 often undergraduate degrees to a diverse and talented student body. Currently, MSCID provides ethicational oppositutibes to approximately 10,000 residents of the greater Denver metropolitan area.

The 5s body of Letters. Arts and Sciences commisses soften academic Down.

The School of Letters, Ans and Sciences comprises socioen academic Depart The School of Lefters, Arts and Sciences comprises sorteen academic Departments. Art, Biology, Chemistry, Earth and Amospheric Sciences, English, History, Journalism, Mathematical Sciences, Modern Languages, Music, Philosophy, Physics, Political Science, Psychology, Sociology/Anthropadogy, and Speech Communication. Housed in the School are a miniber of Institutes and Centers, the Institute for Intercultural Studies, and Services, the Institute for Winner's Studies and Services, and MSCD's Center for Visual Arts, an argallery for ated in riovantown Denicer. The Colorado Albance for Science, a statiovide effort forencomage science and mathematics text bing and learning, is an integral part of the School. Recently, a Family Center has been developed and a Mathematics, Science and Environmental Education Center has been proprieted.

proposest.

The School of Cetters, Aris and Sciences offers the bulk of the General Studies curriculum required for all degrees. The School's 180 full-time and 300 partitime faculty offer courses in 28 majors and 32 minors. Currently, over 4,000 students major in programs in the School, and the School of Sciences. Aris and Sciences is responsible for 62% of the College's total credit from production. Students wishing to carn cortification as teachers choose a Telters, Aris and Sciences major, and some programs in the School also offer internships and competitive education apportunities.

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cooperative education opportunities.

Dutles: Chief administrative officer of the School of Cetters, Ars and Sciences, reporting to the Provost and Vice President for Academic Affairs. With the advice of the School's faculty and Chains, the Dean is responsible for the future development of the curriculum; strategic planning and administrative oversight, including recruitment and appointment of faculty and staff; budget; external relations; and fund raising. The Dean will be expected to advance the quality of undergraduate programs in the School of Letters. Arts and Sciences, their relationships with other academic units, and their significance to the College's external environment. The Dean will also be responsible for establishing and maintaining appropriate tess armong the School and the literary, scientific, and arts communities, and will be expected to provide visionary leadership in strengthening the rule of the School and the College as contributors to the educational and conomic development of the region.

Outilifications: The succussful candidate will be a strong leader, with excellent

edicational and economic development of the region.

Qualifications: The successful candidate will be a strong leader, with excellent interpersonal skills, and demonstrated success in team building and academic planning. Accomplishments must include: 1) sufficient background to qualify for a lentined senior faculty appointment; 2) successful administrative expensions with liberal arts and sciences programs; 3) established record of effective found raising; and 4) substantial experience building cooperative ventures with both the public and private sectors. The successful candidate must possess an earned doctorate in a discipline appropriate to the School of Letters, Arts and Sciences, and must also have demonstrated skill and effectiveness in voyleing with culturally diverse consulations and in recruitive and retaining studients and with culturally diverse populations and in recruiting and retaining students and

Rank and salary for this position will be based on credentials and experience. Appointment includes a generous fringe benefit package. Appointment is expected August 1, 1992, or as soon thereafter as possible. NOTE: Screening of applications will begin in mid-May 1992. Applications will be accepted until luterviews begin.

Application Procedure: Send a letter of application relating the applicant's qualifications to duties and requirements of the position, a current Curriculum Villog, and the names, addresses and telephone numbers of at least five references.

Dr. jodi Wetzel Professor of History and Director stitule for Women's Studies and Services Metropolitan State College of Denver Campus Box 36 P. O. Box 173362 Denver, Colorado 80217-3362

METROPOLITAN STATE COLLEGE OF DENVER IS AN EQUAL OPPORTUNITY EMPLOYER, APPLICATIONS FROM MINORITIES AND WOMEN ARE PARTICULARLY INVITED

### SETON HALL UNIVERSITY

Associate Dean of the Seminary School of Theology, Seton Hall University, South Orange, N.J. This position is that of the academic administrator who is the de facto chief academic officer of the School of Theology. Some specific responsibilities are as follows: oversee efforts of library director, lay ministry director, field education director; supervise faculty's academic and teaching effectiveness; review stuffing needs; determine course assignments, curricula, scheduling of classes, registration and academic advising of students. The School of Theology is an integral element of Immaculate Conception Seminary. There is a necessity for a sensitivity to priestly and lay ministry formation. Exact faculty status and rank are negotiable. Terminal degree required. By September 1, 1992, please submit curriculum vitae and three letters of reference to Rev. William C. Harms, School of Theology, Seton Hall University, South Orange, New Jersey 07079.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Research Research Associate to take charge of responsibilities for an instant muon scattering experiment carried out at a major accelerator inboratory. The particular hapdware items are the electromagnetic calorimeter, the SUM will scientification counter hodoscope, and the beam vito counter array. The individual will be experience to understand the hardware, the readout system which is based on FAST-BUS and CAMAC and the pregrams for nuclioring the performance of detectors and for analyzing the data from the experiment and for analyzing the data from the experiment in the individual is particularly expected to play a make tole in the analysis of the data from the experiment and the preparation of papers reporting the measurement. The individual will also sid in the supervi-

### DEAN COLLEGE OF

### **NATURAL RESOURCES University of Minnesota**

The University of Minnesota invites nominations and applications for the position of dean of the College of Natural Resources and associate director of the Minnesota Agricultural Experiment Station. The dean is the chief executive officer of the College of Natural Resources and associate director of the Minnesota Agricultural Experiment Station with general administrative responsibility for college faculty and staff, the recurring college and station budgets, and overall management of space and faculties, including the 3,700 acre Cloquet Forestry Center. The dean and associate director report directly to the vice president for agriculture, forestry and home economics, who is also the director of the Minnesota Agricultural Experiment Station. The person in this position shall be appointed initially to a three-year academic administrative appointment. Reappointment to annual terms rests upon successful completion of periodic reviews. Academic rank and fenure is dependent upon qualifications and vote of peer faculty in the appropriate department. Compensation, including benefits, will be at a competitive level based on qualifications and experience.

The College of Natural Resources is part of the Twin Cities camous of the

The College of Natural Resources is part of the Twin Cities campus of the University of Minnesofa and is a key part of a large land-grant university that is located in a metropolitan area of about 2.2 million people. The coflege has a comprehensive hudget of about \$10 million and outstanding undergraduate and graduate programs. The faculty are nationally and internationally known for their disciplinary and intendsciplinary programs that have contributed signific antly to the land-grant and Sea Grant missions of the University. Qualifications for the position include an earned doctoral degree; experience in forestry; forest products; fisheries and wildlife or other related natural resource programs; demonstrated record of administrative or leadership experience; demonstrated ability to work effectively with and/or lead people; and demonstrated knowledge of leaching, extension and research programs.

Send numinations(s) or an indication of interest to: Dr. Mark L. Brenner Associate Dean of Graduate School universily of Minnesola 417 Johnston Hall 101 Pleasant Street SE Minneapolis, MN 55455 Telephone: (612) 626-0309 FAX: (612) 626-7431

Further information on the position and application materials will then be torwarded. Completed applications must be received by July 31, 1992. The University of Minnesota is an Equal Opportunity Educator and Employer.

### **Dallas County Community College District DEAN OF THE BUSINESS DIVISION** Brookhaven College, Dallas, Texas

Brookhaven College, part of the seven-member Dallas County Community College District, is seeking qualified applicants for the position of Dean of the Business Division. Brookhaven is a 200-acre, 10-building campus, with an enrollment of approximately 8500 credit students and 9000 continuing education students. This multicultural campus is located in Farmers Branch, a northwes

The Dean's position is responsible for the overall planning, staffing, budgeting, and supervision of full-time and part-time personnel. Duties include supervision/coordination of the division instructional programs, participation in the selection of full and part-time faculty, development/administration of the division budget, coordination of semester course offerings, and instruction of classes in a division discipline

Requirements: master's degree in accounting, office careers, midmanagement, marketing/management, economics, computer information systems, business administration, or educational administration, with 18 graduate hours in one of the above business content teaching fields; two years of full-time college teaching experience, two years of management experience, demonstrated teaching competency in one of the disciplines offered by the division: accounting, office careers, mid-management, marketing/management, economics, or CIS; and must be computer literate. management, economics, or CIS; and must be computer literate. FOR APPLICATION: please send résumé, educational transcripts, and statements of education, management, and evaluation philosophies to Ms. Anne Brophy, Office of Vice President of Instruction, Brookhaven College, 3939 Valley View Ln., Farmers Branch, TX 75244-4997. A DCCCD application will be forwarded to applicants for completion and return. In order to be considered, all of the above listed application materials (six items) must be received in the VPI Office by the deadline: August 14, 1992. For information, please call Anne Brophy, 214/620-4802.

EEO/D/AA Employer

Research: Research Associate to perform research and development of cisional radiation doese esteuation attentions, experimental verification and computer implemental verification and computer implementation of Monte Carlo rediation-transport algorithms; development and implementation of Monte Carlo rediation systems for radiation transport calcolations; development of computer raphica-based radiation treatment planning systems; conduct research in aspertimental radiation does manustrement, Salary: 326,700 per year/40 floor work week; Requirements Ph.D. or D.Sc. in Applied Math. Necessary skills and techniques are: I. Pamiliarity with Rediction Thorapy treatment delivery and dose calculation. J. Requires course work in computational geometry, atmerical analysis and statistics. J. Must be familiar with the theory and application of computer graphics and medical imaging processing. 4, Computer interest in C. PORTRAN, and UNIX and VMS required. Resemes to Mrs. Huming Castos, ALC Specialist, 305 Service, 365 Washington, St. Culst, Missouri 63101. Refer to Job Order \$533318. Respondents must presently be eligible for permanent emptoyment in United States. An employer paid advertiseasoir.

recurch Associate to perform development of cioleal radiasiculation algorithms, experisecution and computer impleinstitution algorithms, experisecution and computer implebonito Cario radiation-transmust development and impleseconetric modelins systems develomysuier praphica-based radiant planning systems; conduct
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### **ASSOCIATE DEAN** FOR ACADEMIC AFFAIRS Roosevelt University

Albert A. Robin Campus

Rousevelt University invites applications and nominations for the position of Associate Dean for Academic Affairs for its Albert A. Robin Campus. Roosevelt University is an independent, metropolitan institution, with a main campus in downtown Chicago and the Albert A. Robin Campus in Arlington Heights, Illinois. Colleges of Arts and Schoon, Business, Music, Education, and University College offer bachelor's and master's degrees to approximately 6,000 full- and part-time students. The College of Education offers a ductoral program in educational administration. The Associate Dean for Academic Affairs reports to the Vice Provost/Dean of the Albert A. Robin Campus and serves on the campus Administrative Council.

The University is embarking on a capital campaign—The Rossewil University Renaissance—which includes plans for significant expansion and development of the Albert A. Robin Campus. The Robin Campus has brought higher education to an expanding suburban community since 1978 and has grown to become the largest university facility in Chicago's northwest suburbs, with 2,500 students and 65 graduate and undergaduate degree programs, serving a population of nearly two million but percent of Robin Campus students are pursuing graduate degrees; writing adults, most attend classes evenings and weekends.

The Associate Dean for Academic Affairs is the second ranking officials The Associate Dean to Academic Analists the second ranking official on the campus and will have an opportunity to contribute significantly the development and continued growth of this burgeoning part of the University. He or she will supervise class scheduling, faculty development, library services, student academic grievances, faculty support services, and academic planning. The successful candidate should possess:

- an earned doctorate and a strong record as a teacher and a show which ments the standards for a tenure track appointment in one of
- the five colleges;

   a successful record in academic administration, with strong manage.
- ment and planning skills;

  experience in providing quality education and excellent service to a non-traditional student body; and

  the ability to work effectively with diverse constituencies.

This position is available July 20, 1992. Applications must be completed by June 15. Letters of application and three letters of reference should be sent to:

Professor William Roderick Chair, Search Committee Associate Dean for Academic Aitalrs/Robin Campus Rousevelt University 2121 S. Goebbert Road Arlington Heights, IL 60005

Roosevelt University is an Equal Opportunity, Affirmative Action Employe.

### DEAN

### College of Library and Information Services UNIVERSITY OF MARYLAND AT COLLEGE PARK

The University of Maryland at College Purk invites applications and nonlinations for the position of the Dean of the College of Library and Information Services. The college offers a program leading to the MLS degree, two joint programs leading to the MA/MLS degree, and a program leading to the Ph.D. degree. The College has a strong commitment to furthering the use and understanding of advanced information technology. The position will be available after July 1, 1992; the starting date is negotia-

The Dean is the chief executive officer of the college and reports to the Provost of the College Park campus. The Dean is expected to provide academic and administrative leadership, articulate the mission of the college, facilitate the conduct of research, expand the resource base, and energetically advocate the college within the university and to the professional community at all levels. The position is a tenured academic appointment.

An applicant for the position should present a record of achievement the includes demonstrated leadership, a commitment to collegial governance, knowledge of library and information science education, outstanding accomplishment in areas relevant to the college, and a commitment to academic excellence.

The salary range is \$85,000-\$110,000.

The College Park campus, the flagship of the University of Maryland System, is located in a suburb of Washington, D.C. and is the site of Archives II, the major extension of the National Archives. For full consideration, please submit your application by September 15, 1992. Send letter of application, detailed curriculum vitae, and names of

> Dr. Richard H. Herman, Chair CLIS Dean Search Communication 2300 Mathematics Building University of Maryland College Park, MD 20742-4021

The University of Maryland is an Equal Opportunity Employer.

filled. Contact: Dr. Robert Beach, Assistant Dean for Flanging, Institutional Research and Development, Memphis State University, College of Education #215. Memphis, Tennessee 38152. Memphis State University is an Equal Opportunity, Affirmative Employer. Appointment will be based on qualifications as they relate to position requirements without regard to race, color, national origin, religion, age, handless to veteran satus. Successful candidates must meet guideline of the lumigration and Reform Control Act of 1986.

and electrophoretic procedures, to perfora precision oxygen equilibrium meanerments of these hemoglobias, to carry out NMR, EPR, CD, and responses Rams measurements of structural anterest of the hemoglobias, and to enalyze and stream hemoglobias, and to enalyze and stream enalyzements of structural and functional data of these is structural and functional data of these inositions correlations of the incomplete independently of the enalyzement of the enal for the enal professional proposation of the enal for repet profession of the enal for repet or repetual enalyzement of the enal for repetual enal professional professional professional enal proposation and business of the enal for repetual enal for the enal for the enal for repetual enal for the enal for the enal for repetual enal for the enal for repetual enal for the ena



**GRADUATE FACULTY OF** POLITICAL AND SOCIAL SCIENCE NEW SCHOOL FOR SOCIAL

RESEARCH The New School for Social Research Invites applications and nominations for the position of Dean of the Graduate Faculty of Political and Social Science.

In 1933, the New School for Social Research organized the first systematic effort to rescue European scholars and intollectuals irom fascist persecution and oppression. The result was the "University in Exile", which in 1934 was formally constituted as the Graduate Faculty of Political and Social Science. Today, the Graduate Faculty remains committed to upholding the demo-

Graduate recurity remains committed to uphrotoling the demo-crails values and the principles of free inquiry and expression that inspired its founding. Academically, it continues to empha-size a definctive style of interdisciplinary social science that combines theoretical and historical reflection with empirical

During the past decade, the Graduate Faculty has reaffirmed its commitment to excellence. Many new faculty have been appointed, new curricular initiatives have been implemented, and the quality of the student body has been substantially enhanced. The Graduate Faculty seeks a Dean who will continue this process and provide strong, effective leadership.

Located in Greenwich Village, the Graduate Faculty has a total of 17 full-and part-time faculty and enrolls 709 degree students in programs offered by six departments and three interdisciplinary committees. The Graduate Faculty offers the M.A. and Ph.D. in Anthropology, Economics, Philosophy, Political Science, Psychology, Sociology, and Historical Studies, as well as the M.A. in Liberal Studies and in Social and Political Thought, and the M.S.Sc. in Psychoanalytic Studies.

The Dean reports to the President of the University, works with he Povosi, and provides academic and administrative leader-shple he Graduate Faculty. Among the desired qualifications as a samed doctorate, a record of acholarly distinction, and

Applications and nominations should be sent by August 1, 1992 to: JÜNATHAN F. FANTON, PRESIDENT, NEW SCHOOL FOR 800ALRESEARCH, 66 West 12th Street, New York, NY 10011. Attacke Action/Equal Opportunity Employer.

### NEW SCHOOL FOR SOCIAL RESEARCH

### DEAN

### Institute of Technology University of Minnesota, Twin Cities

The University of Minnesota, Twan Catres, mixto a applications and commutations for the points of Dean of the Institute of Tes handout. The Tran is responsible for providing adorship and helping to focus the intellectual direction of the Institute, for representing the footness interests on campus and to external constitutiones, for planning and oversing the development of it is academic programs, and for the administration of the learner, including appointments and budget. The Transcription to the Vice Princost for Ar. Sciences, and Engineering.

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this 40,000 undergraduate and graduate students entrolled, the University of Minucouta.

Iwa Cries, is one of the largest land-grant universities in the nation. The distitute of Islandsys is the University's second largest colleguate unit and the state's premier obligodistance and negineering it is comprised of the following departments—C hemoty, Goodey and Geophysics. Mathematics, Physics and Astronomy, Actorpace Engineering, and Mechanical, Engineering, and Mechanical Inspincering the Inspincering and Mechanical Inspincering. The Inspincering the Inspincering and Islands of Technology also includes a number of other programs, including federal-played professionals computing.

Approximate computing.

A performance computing.

Me hadane of Technology has 400 faculty members. 4,500 undergraduate students, and
300 graduate students. Annual expenditures are \$150 million per year. Of that amount,

So million are from state sources and more than \$70 million are from spunsored resuid.

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touch profestor in a department of the Institute
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demonstrated shiftly to work effectively with such groups as faculty, staff, students,
and, other external constituencies, including the larger professional scientific
and engineering community

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Applications must be postmarked for Fax-datedy by July 1, 1992 and should include a left capteding materia, a vita, and the names, addresses, and elephone numbers of the references. References will not be contacted without the approval of the candidate longitudes of qualified individuals are environaged; these should be received by the July in decline. Send to:

Professor H Ted Davis, Chair, Search Communice
Dean of the Insuring of Technology
University of Minnesora, 151 Anundson Hail
421 Washington Avenue Southeau, Manneapolis, MN 5515
fax. 612-626-7246.

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### DEAN School of Education and Social Policy

Northwestern University seeks to fill the position of DEAN of the School of Education and Social Policy. The applicant should be a distinguished educator/scientist who values excellence in scholarship, gesearch, and teaching; will work effectively in consultation with faculty to integrate strengths of diverse programs and initiatives; has demonstrated superior managerial, interpretional, and communication skills; has the gedentials for a tenured faculty appointment; and is prepared for bold, diplomatic and vigorous leadership. He or she should have a broad perspective of education, human development, and learning throughout the lifespan, in and out of school with families, communities and workplaces. She or he should also comprehensively cuvision the current and future needs of these American educational environments, in terms of innovative organizational restructuring, policy, research, reclinologies, and professional training.

The Dean is chief academic and administrative officer of the School and

The Dean is chief academic and administrative officer of the School and reports directly to the Provost. Responsibilities include development, implementation, and management of strong academic programs; development and maintenance of substantive university-government and university-industry interactions; and development of funding for present and future research and training programs.

Northwestern University is a broad-based, private institution with two campuses located on the shores of Lake Michigan, one in suburban Evanston and one in downtown Chicago. It has approximately 7,500 full-time undergraduates, and 5,500 full-time graduate and professional students. In addition to the School of Education and Social Policy, it contains an Engineering School, College of Arts and Sciences, and a group of other academic and professional schools including Dentistry, Journalism, Law, Management, Medicine, Music, and Speech.

Medicine, Music, and Speech.

The School of Education and Social Policy is a research oriented undergraduate and graduate school with four doctoral programs (Counseling Psychology; Educational Processes; Human Development and Social Policy; Learning Sciences), having a total of 30 full-time faculty, 300 undergraduates and 236 graduate students (100 doctoral students, 90 School of Education MS students, 46 Graduate School MA students—mostly in Counseling Psychology). Faculty are involved in federally and industrially-supported interdisciplinary research, service, and training centers, including the Center for Talent Development, Center for the Teaching Professions, Center for train Affairs and Policy Research, Family Institute, Institute for the Learning Sciences, and university-funded Center for Effective Teaching

Sciences, and university-funded Center for Effective Teaching Interested individuals should send a résumé, letter of application, and a list of three current references including addresses and phone numbers to: Roy D. Pea, School of Education and Social Policy, Dean Search Commutee Chair, 2013 Sheridan Road, Northwestern University, Evanston, IL 60208; Phone: (7018) 491–5255. We also welcome nominations. The position will be available after September 1, 1992. Priority will be given to applications received by June 1st. Review of applications will begin mmediately and continue until the position is filled. Northwestern University is an Equal Opportunity, Affirmative Action Employer, and especially encourages women and minorines to apply. ninotines to apply.

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### **CECIL COMMUNITY** COLLEGE

### **Assistant Dean of Community Services**

Applications are invited for the position of Assistant Dean of Community Services at Cecil Community College, a comprehensive community college located in the northeast comer of Maryland, about halfway between Baltimore and Philadelphia.

Baltimore and Philadelphia.

Cecil Community College seeks an experienced and imaginative individual to supervise the planning, development and implementation of current and new programs in community education and development. Reporting to the Dean of Instruction and Chief Academic Officer, the Assistant Dean of Community Services will supervise college programs in Adult Basic Education and GED, a large family support center, general interest courses, and a number of federal and state grants in literacy, career development, drug abuse prevention and family education. The Assistant Dean also serves as an active liaison between the College and the community assessing county needs in Adult Education and responding with appropriate programs.

programs.

The successful candidate will have a minimum of master's degree and three years' experience in Adult or Continuing Education. The candidate will preferably have least two years of direct experience in community college education and at least two years of administrative experience. Applications, with cover letter, resumé, college transcripts, and at least three professional references will be accepted until june 22, 1992. Salary range mid to high 30's. The position will remain open until filled.

CECIL COMMUNITY COLLEGE

EVELYN SPILLER

DIRECTOR OF HUMAN RESOURCES
1000 NORTH EAST, MARYLAND 21901

EOE/M/F/H, MINORITIES ARE ENCOURAGED TO APPLY

required. Send résumé to Ms. Jinumie Cas-ton. Employment Security Division, 503 Washington Avenue, St. Louis, Missouri Southwest, Rosnoke, Virginia 24002-0061. Research/Chemical Engineering: Research Associate to carry out research on processing/dructure/property/morphology relations of tr-ditty polymeric composites based on engineering thermoplastics and ilquid crystalline polymers (L.PS), to decise and perform experimental research with different processing techniques such as extrusion, infection molding, themporromal blow molding and blow lim, to carry out riseological characterizations into the harmon copillary rheameter and Rheometric Mechanical Spectrometer (RMS 800) and property characterizations based on ASTM resting methods, and to oversee certain pieces of empirem. Must have Ps.D. with major in Polymer Science/Plastics Engineering, Research experience in operating methods in required. Experience as a methods in required. Experience as a Teaching Assistant in polymer processing, property characterizations, and composite labitications is required. Must be familiar with the fusition and Rheometric recompeters, as well as with research skills in onlymer processing and property characterizations. 40 bourn/week. Hours 8,39-500, 825,000/year. To apply: mol or hasd carry, 525,000/year. To apply: mol or hasd carry. 



#### DEAN OF THE COLLEGE OF LIBERAL ARTS AND SCIENCES **KUTZTOWN UNIVERSITY**

Kutztown, PA 19530

THE UNIVERSITY
Kutztown University, one of 14 institutions in the State System of Higher Education of Pennsylvania, invites applications for the position of Dean of the College of Laboral Arts and Sciences. The University enrolls approximately 7000 students in undergraduate and graduate programs. The University is located in a picturesque roral setting adjacent to the Borough of Kutztown. Two moderately large cities, Allentown and Reading, he within 18 miles of the campus. New York City is 90 miles to the northeast and Philadelphia is 70 miles to the South phia is 70 miles to the South.

THE POSITION
The Dean of Liberal Arts and Sciences reports to the Provost/Vice Precident for Academic Affairs. The Dean works closely with the Provost and other college deans to provide leadership in achieving and maintening excellence in academic areas. He or she holds a lwelve month management position without tenure or academic runk. The College includes the departments of Anthropology and Sociology, Biological Science, Criminal Justice and Social Welfare, English, Foreign Languages, Geography, History, Mathematics/Welfare, English, Foreign Languages, Geography, History, Mathematics/Computer Science, Nursing, Philosophy, Physical Sciences, Political Science, Psychology and Telecommunications. There are approximately 188 faculty in the College, serving 1700 students enrolled in majors. The College also plays a major role in providing general education courses for the University.

The Deun of Liberal Arts and Sciences is responsible for leadership and supervision in all areas of activity in the College and its departments. He/she participates in institutional policy and decision-making as a member of the Deun's Council.

QUALIFICATIONS

An earned doctorate in a discipline appropriate to the college.

A strong record of scholarly activity.
A record of teaching effectiveness.

A record of teaching effectiveness.
 Successful experience in scademic administration at the level of department chair or higher for at least three years, including knowledge in academic planning, development of curriculum, preparation and management of budget and management and evaluation of personnel.
 Effectiveness in promoting high standards in teaching, program development, academic advising and research.
 Effective oral and written communication skills.

Skills necessary to be a strong advocate for the college.
 Demonstrated ability to work effectively with administrators, faculty and

students with diverse interests.

Demonstrated commitment to faculty governance.

nstrated commitment to affirmative action and to furthering cultural

Salary will be commensurate with qualifications and experience and includes an excellent fringe benefit package. Appointment is preferred by January, 1993 and no later than July 1, 1993. Submit by August 14, 1992, a latter of application, current resume, and the names, addresses, and telephone numbers of three references to:

Chairperson, Search Committee for Dean, Liberal Arts and Sciences c/o Office of the Provost

KU is an Affirmative Action, Equal Opportunity Employer and actively solicits applications from qualified women and minorities.

### ASSISTANT DEAN and two ASSISTANTS TO THE DEANS **Undergraduate Admission**

The College of William and Mary The College of William and Mary invites applications for 3 positions in the Office of Undergraduate Admission.

the Office of Undergraduate Admission.

In addition to the primary responsibilities of interviewing and evaluating condidates, representing the College at recruiting programs, and managing specific geographical areas, other duties may include multicultural recruitment, on-campus recruitment programs involving cut rently enrolled student volunteers, statistical reporting, and developing effective publications. Applicants must be willing to nunage a heavy workload, to balance competing priorities, to work effectively with a wide range of individuals and be comfortable working with modern management information systems. Excellent public-speaking skills and the personal presence to represent the values of an undergraduate liberal arts education effectively are assential.

A Bachelor's degree is required. Master's degree or work experience which equates to an advanced degree required for the Assistant Dean position. Previous admission experience desirable. Salary: \$23,000-\$26,000. Title and salary will be commensurate with educational background and experience.

educational background and experience.

To apply, submit a letter of application, a resume and the names, addresses, and telephone numbers of three references to: Virginia-Carey, Acting Dean of Admission, The College of William and Mary. P. O. Box 8798, Williamsburg, VA 23187-8798. The review of applications are filled.

An Equal Opportunity, Affirmative Action Employer.

Research/Chemistry: Research Associate, Artificial Enzymes to conduct original research in the systhesis of amail organic molecules including design of artificial redox enzymes to produce structures which will give the largest rate acceleration of organic and phetochemical resctions and be ensultometically selective, synthesis of the artificial enzymes, and evaluation of their catalyte activity, utilizing computational modeling of molecular structure and reactions employing molecular structure and reactions employing molecular structure and reactions of processes and evaluation of organic solutions, photochemical resctions of organic solutions, photochemical resctions of mechanisms of organic and photochemical reactions using kinetics, Required Ph.D. or equivalent degree in Organic Chemistry with a flows in Photochemical Synthesis, demonstrated expertise in original research



STANTING DATE: July 1, 1993.

University of San Diego

**VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST** 

The University of San Diego invites applications and nominations for the position of Vice President for Academic Affairs and Provost.

Re University: The University of San Diego is an accredited, coeducational, independent, Catholic university founded in 1949. USD offers a wide range of academic and professional programs to 6000 students at the graduate and undergraduate levels in a College of Arts and Sciences and four professional schools including business Administration, Education, Law and Nursing. USD considers teaching its highest priority with both schourship and service to others as integral to its mission. It welcomes students, fastly, administration and staff of at accs, religious and cultural backgrounds. A five year plan begun in 1989 reflects the consensus of the lawesty community on five distinguishing characteristics: 1) Catholics Within its commitment to probe the Oxistan message as proclaimed by the Catholic Church, the University welcomes to its community members whose lives are formed by different traditions and insights, 2) Quality: The development of human, environmental programmatic and financial resources will be grounded in a commitment to quality as distinguished him size or comprehensiveness for example, 3) Valuas: Academic Integrity, understanding, wisdom, knowledge, pudence, listice, courage, temperance and truthfulness are values at the core of the University, 4 Calvud Diversity: USD is committed to reflecting the cultural pluralism of local and regional populations in with all members welcomed for who they are, and 5) Hollsmit The University seeks to offer opportunities for integral pluralism. The Vice President for Academic Affairs/Provost reports directly to the President of the

Intelectual physical, spurtual, psychological, social, cultural and environmental development of its members, ILSPONSIBILITIES: The Vice President for Academic Affairs/Provost reports directly to the President of the linearity, Together they are responsible for developing, implementing and supporting the University's educa-tional mission. The Vice President for Academic Affairs/Provost and the Vice President for Financial Affairs coordinate the annual budget process of the University as a whole. He or she has broad responsibilities under the President for academic policy and practice, and for hiring, promotion, tenure, and other relevant aspects of personnel matters. In the President's absence, the Vice President/Provost normally replaces the President.

passonia nations, in the President's above an earned doctorate in an academic field with a distinguished record of taching, scholarship and publication as well as extensive academic administrative experience commensurate with an appointment as a senior academic officer. The successful candidate will provide evidence of strong organizational, leadership and communication skills and must demonstrate understanding of and sensitivity for a start governance structure. He or she must be an informed, committed Roman Catholic.

AMICATION Application letter with vita and 2 letters of reference (names and phone numbers of 4 others)

Alteration application letter with vita and 2 letters of reference (names and phone numbers of 4 others)

Alteration in late October, 1992. Please include a

kite, not to exceed two pages, expressing your reasons for interest in this position. Letters of nomination will

be retelved until August 15, 1992. Application or nomination should be submitted to: Darlene A. Plenta, Ph.D.,
Out Provot Search Committee, Provost's Office, University of San Diego, Akalá Park, San Diego, CA 92 110;

home (619) 260-4553; FAX (619) 260-2210.

Equal Opportunity, Affirmative Action Employer.

MARY Salay is competitive and determined on the basis of qualifications and experience.

BeaverCollege

AND TREASURER

VICE PRESIDENT FOR FINANCE

Naminations and applications are invited for the position of Vice President for have and Treasurer of Beaver Cullege, a small comprehensive college of approximately 400 employees in suburban Puladelphia. The on-campussated body of 2,200 is enrolled in undergraduate and graduate day and emisg programs for both full- and part-time students. In addition, Beaver opage a large study abroad program serving some 1500 students from the country.

Better part of the program of

The Vice President for Finance and Treasurer reports directly to the President Actief financial officer, the Individual is expected to provide strong ladeship for the sound and enlightened fiscal operation of line institution. It hasture plays a central role in the collegial management of the Collegial management of the Collegial management of the Collegial management of the congruscommunity.

Resonsibilities include: fiscal planning; preparation of budget and financial spots oversight of contracts and grants; domestic and foreign investing purchasing and inventory control; physical plant; personnel services, and auditary operations.

### ASSOCIATE DEAN EXTERNAL AFFAIRS

### THE WHARTON SCHOOL UNIVERSITY OF PENNSYLVANIA

The Wharton School of the University of Pennsylvania is The Wharton School of the University of Pennsylvania is widely regarded as a leader in preparing students to succeed in a globally-competitive business environment. The school is committed to advancing the knowledge and understanding of global business and management issues. Through its curriculum, research, faculty and student activities, and its affiliations with other institutions, corporations and alumni, the Wharton School is dedicated to making an impact on the practice of management worldwide. Wharton offers undergraduate, master's and declaratedgeness, as well as executive education programs. The Schoolhas 11 neademic departments and units, 22 research centers, and three specialized education programs.

The School has nearly 5,000 students enrolled in its various degree programs including 2,370 full lime undergraduates, 1,575 in the M.B.A. program, 200 in the Executive M.B.A. program and 250 in decloral programs. In addition, 4,700 people participate in the School's executive education programs. grams. The standing faculty numbers 180.

The Associate Dean of External Alfairs eversees the develop-The Associate Dearr of External Atlairs eversions are develop-ment, publications, public relations, alumni relations, and corpo-ration relations programs of the Wharton School. The division produces all major school publications, handles fecal, national and internalional priess contacts, eversions relationships with ever 200 corporations, and manages multiple major events each year. The School is currently in a \$200 million campaign. The Associate Dean represents the School in a wide variety of external each union still wide activation.

The ideal candidate will possess over ten years of successful tund raising and public rolations experience. In addition, out-standing londorship, interpersonal, and planning skills are re-gulad. Prior experience in a major, private research university

Inlerested candidates should submit a letter of interest and reaume by June 5, 1992, to Dr. James C. Hess, Executive Vice President, Diversified Sourch, Inc., One Commerce Square, 2005 Market Street, Philadelphia, PA 19103. The University of Pennsylvania is an affirmative action, equal opportunity employer. Women and minority candidates are especially encouraged to apply

### **Wharton**

The Wharton School of the University of Pennsylvania

### Associate Dean for Research, Graduate and International **Programs**

Montans Coilege of Mineral Science and Technology (Montana Tech) invites applicants for the position of Associate Dean for Research, Graduete and International Programs. Montana Tech is a minerats/ energy-oriented engineering and science coilege situated in the Rockies midway between Yellowstone and Waterton-Glacier National Parks. Approximately 1900 students attend the Coilege with two-thirds seeking baccelaureste and graduate degrees in one of the seven engineering programs on campus. In 1987, Montana Tach received national recognition in U.S. News & World Report as the best smaller comprehensive science and technology institution in America.

The Associate Dean for Research, Graduate and International Programs is responsible for the administration of all aspects of research and graduate study including management of the Offices of Research and the Graduate School; support for international programs; administration of the Montana Minerals Research institute and overeight of the Center for Materials Processing. The Associate Dean reports to the Vice President for Academic Affairs and Research.

Candidates must have a record of scholarly schlevements, research program administration, commitment to excellence in research and teaching, appropriate administrative skills and effective leadership.

Background should be commensurate with appointment to faculty what at the College. Terminal degree in scientific, technical or engineering area desired. Safary will be dependent on qualifications and experience.

Send letter of application, complete résume, transcript, and the names, addresses, and phone numbers of three current references to Dr. Thomas Waring, V.P. for Academic Affairs and Research, Montana Tech, Butte, Montana 59701. Application deadline is June 1, 1992 or until position is lilled. EEO/AAE Employer.

and micellar solutions; must demonstrate experimental and theoretical knowledge of light scattering, both static and quasi-classic; must have working knowledge of circomatographic techniques, including ras chromatography, high performance fleuid chromatography, and preparative ligited chromatography, and working knowledge of polymer characterization techniques, including viscometry, fluorometry, fluoromet

required. Experience encourses and increases and increases are guined. Experience in VHSIC liardware Description Language is required. Software experience in a higher level language.

Rosearch/Flectrical Engineerings Research Associate. Salary \$24,000 per year, 40 hours per week. Perform Independent research activities on nondestructive evaluation of pavement systems which include 1) building computer-controlled Ground Penetrating Radar data acquisition and analysis system using ASYST and other programming languages; 2) modifying microwave frequency circuits and antennae; 3) developing signal processing and modeling techniques for processing Ground Penetraling Radar waveforms 4) attalying properties of asphaltic and concrete materials as well as atructure of pavement systems; 5) develop-

### **EXECUTIVE DIRECTOR** FOR STUDENT SERVICES

### The University of Texas **Health Science Center** at San Antonio

The University of Texas Health Science Center at San Antonio (UTHSCSA), a component of the University of Texas System, is comprised of free schools (Allied Health, Demostry, Grahuste School of Biomedical Sciences, Alederine, and Nursing), having a combined student population of ap-

The Executive Director reports duerily to the Vice President for Academic Services. The Executive Director is responsible for providing leadership and administrative direction for all student services, including the Registrar. Financial Aid, Courisching, Student Health, Official Publications, and Lacility Scheduler.

 Farned doctorate in an appropriate field
 Strong interpersonal skills and an ability to relate to students, staff, and finality in a molticultural environment
 Mignificant, progressively responsible and relevant administrative and supervisory experience in areas related to this position in higher education, partitiably in a complex health science center setting. Salary and Benefits: Competitive and commensurate with experience and

Position Available: September 1992.

Dendlino and Nomination/Application Procedure: All application ma-teritly must be postmarked on or before June 15, 1992. Materials must reveal evidence of qualifications, include a curriculum viace, and list of references. Please send this material to:

Champerson, Search Commutee Executive Director, Student Services

Department of Human Resources 7703 Floyd Curl Drive Autono, Texas 78284-7972

UTHSCSA is an Affirmative Action and Equal Opportunity Employer.

### ក្សារការយកនាំដៅពេកយកយកអាចប្រាស្នេងពេកវាជបដែរប្រភពការកា DEAN

### **COLLEGE OF BUSINESS AND COMMERCE**

Livingston University invites applications and nominations for the position of Dean of the College of Business and Commerce.

Livingston University is a small state supported, general baccalaureate institu-tion with an envolument of 2,000 students. The University is located in West Central Alabama and is within easy driving distance of metropolitan areas. The University has a College of General Studies, a College of Education/ Graduate School, and a College of Business and Commerce.

The Dean of the College of Business and Commerce is responsible for the implementation and administration of all facets of the College. Duties include program development and evaluation, facuity development, and budgetary planning and administration. The Dean reports directly to the Vice President for Academic Affairs.

Candidates must have a terminal degree in an academic discipline of the College of Business and Commerce and commitment to excellence in teach-ing. Creative leadership, effective communication skills and the ability for team priented decision-making are qualities expected for the successful cand The anticipated starting date for this position is September 1, 1992. The deadline for complete applications is July 15, 1992. Minority applications are encouraged. No incomplete application can be considered. Applications with resume, at least three letters of reference, and transcripts of all college work

> Search Committee—Dean, College of Business c/o Office of the Vice President for Academic Affairs Livingston University Livingston, Alabama 35470

Livingston University is an equal opportunity employer with an affirmative action program. 

Ing techniques for measuring relative per-mittivities of payement unterials at micro-wave frequencies; of traveling to various locations around Texas to collect highway drite using various nondestructive instru-ments. Requires Master's Degree in Elec-urical Engineering and 2 years' related ex-perience in research in microwave technol-ogy and measurement automation. Apply to the Texas Employment Commission, Bryan, Texas, or send refaumé to the Texas Boroloxyment Commission, TEC Building, Auslin, Texas 78778, Jub Order 46687186, Advertisement paid by an Equal Employ-ment Opportunity Employer.

Research/Immunology: Research Associate to conduct original medical research involving human infectious diseases; developing a research project on the molecular mechanisms of regulation of function of "professional phagoytes"—monocytes, macrophages and polymorphonyclear issuescophages.

Research / Immunology: Research Associate, 40 hours/week, 9:00 a.m. 5:00 p.m., 324,000/year. Conduct research on the molecular besile of Methicilia and Calmolone antibletic resistance among the dinicelly isolated Staphylococus attrast strains. Performance and evaluation of superiorants. Data manusia. Reformer, searches.

Train new lab members. Responsible for dally laboratory functions. Master of Science in immunology as well as one year's experience as a Research Associate or Graduate Assistant required, Previous experience must include bacteria culture and characterization; issue culture and cell isolation; immunoflorescence technique; immunobjatolocalization; polyclocal and characterization; issue culture and cell iso-tation; immunoliorescence technique; im-munohistolocalization; polyclonal and mococlonal antibody production; BLISA and bioassey; protein and nuclear acid iso-lation; purilication and characterization; SDS-PACIB and Argarase gel electrophyro-siz; southern, porthern, and western bot-ting. Job located in Hines, Illionis, Must have proof of legal authority to work per-manently in the U.S. Take this advertige-ment to any illinois Job Service Local Of-fice, Reference #82994934. An Employer Paid Advertisement.

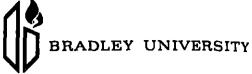
Research/Materials Science: Research Fej-low, 40 hours/week, 8 s.m.-3 g.m. Salary: 337,000/year, Dutles include: Research oa metal-organic motecular beam epitaxisi becular medianilams involved in host defease and inflammation. Specifically, carry
out the identification, characterization and
molecular cloring of a novel integrin molecular in phasocytes. Salary. \$25,000 per
year460-hour week. Requirements: Ph.D.
I or M.D. in immunology plus atrong background in Leukocyte Biology, Receptor
Blochemistry and Molecular Connectical
Necessary stills and techniques are monoclosed antibody production, cell culture,
populdo yenthesia, receptor purification,
cell achieves a reasor assistant must have a Ph.D.
In munositorescence. Western bioting,
populdo synthesis, receptor purification,
cell achieves of the phasocyteles assay, flow
cytometry, fluorescent slems, populdo synthesis, receptor purification,
cell achieves of the production and multiple control of the production of

hours per week. Other special requirements locked: Experience must include working in the areas of (1) growth of compound semiconductors using metal-organic choriest vapor deposition, (2) spectroscopic analysis, (3) semiconductor characterizations and (4) crossmonted its lources. Employer paid advertisement. Send reasoned to 7:10 Woodward Avenue, Room 415, Detroit, Michigan 48202. Reference Number 1992.

Research / Mechanical Engineering: Research / Mechanical Engineering: Research / Mechanical Engineering: Research / Mechanical Engineering: Research / Mechanical Resineering. The Propulsion Research Center, Department of Mechanical Resineering, The Propulsion Research work will impove the sanilysis of advanced propulsion system; with emphasia on electrothermal space propulsion. Research work will impove the sanilysis of advanced propulsion system; with emphasia on electrothermal space propulsion, systems with emphasia on electrothermal space propulsion, systems and plantify objections.

pulsion systems. Strong research experience in computational fluid mechanical electric propulsion systems is required. The candidate should possess rosearch background in radiative heat transfer, propulsor flowfields and the development of Nevier-Stokes and Maxwell codes. A Ph. D in Mechanical Engineering is required. Salary range: \$30,000-335,000. Location: University Park, Pennsylvania. Benefits: Health, Denrill, Vision and Link Partners of Conference of the Conference of t

Research/Pharmscology: Research Associate in Pharmscology; to perform research experiments to study doparate call resistance in the control of the research plement research aims of the research plement research with sense perfence. Must be familiar with sense perfence. Must be familiar with sense perfence affects, electrolaxic surrey and print cell culture techniques, Must provide give cell culture techniques, Must provide give work in U.S. Safary 30,000/sear. Season control of the contr



#### VICE PRESIDENT FOR ADVANCEMENT

Applications and noninnations are invited for the position of vice President for Advancement. The Vice President is responsible for providing lead this, broad policy gordance and executive direction to the development and unversity relations program at firstfuley. The Vice President reports directly to the President and serves as a member of the President's executive committee. President and serves as a member of the President's executive committee Bradley University is a private, non-sectarian university committed to executence in undergraduate education. Founded in 1897, Bradley is a medium-size university with approximately 5,000 undergraduate and 900 gradual students. The 290 full-time faculty members are devoted both to the higher quality of classroom instruction and to significant levels of professional research and publication. The university offers more than 60 academic major through its two undergraduate colleges: Business Administration, Communications and Fine Arts, Education and Health Sciences, Engineering and Technology, and Ciberal Arts and Sciences. In addition, the Graduale School offers over 20 master's degree programs. Bradley's residential campus is larged in Peorla, Illinois. It is the only university in this major industrial and commercial metropolitian region or 340,000 people.

A baccalaureate degree and a substantial, sustained record of sorces mea-

A baccalaureate degree and a substantial, sustained record of successingly A baccalaureate degree and a substantial, sustained record of success in the management of development activities, preferably at a major university, are required. The successful cambidate is expected to have proven leadening ability, strong management, communication and literpersonal skills, and the personal characteristics enabling effective interaction with alumni, larghy, staff, the members of governing and advisory brands, and prospective major donors and their professional advisors.

The position is available immediately. Screening of applicants and nonnes-will begin immediately and will continue until the position is tilled. Nominees and applicants should send a letter expressing interest to Vice President for Advancement Search Committee, c/o Mr. Gary Anna, Chairman, Bradley University, Peoria, IL 61625; (309-677-3150) Application should include a current resume and the names, addresses and telephone

Minorities and women are encouraged to apply

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Bradley University is an Equal Opportunity, Aftirmative Action Employer

# ASSISTANT VICE PRESIDENT

### DIRECTOR, EQUAL OPPORTUNITY

The University of North Texas (UNT) is requesting applications for the position of Assistant Vice President and Director. Equal Opportunity. The individual reports to the President of UNT/Chancellor of UNT-Texas College of Osleopathic Medicine, and works on a daily basis with the Vice President, Administrative Affairs.

President, Administrative Affairs.

Essential functions of the position: developing and maintaining a strategy Affarmative Action Plan; preparing Federal and State detailed statistical reports; investigating and resolving discrimination and harassment disputes; conducting EEO/AA related training programs; implementing data collection, auditing and reporting systems; developing AA goals and timetables for the total university; monitoring recruitment, retention, transfer and promotion of all employees. Knowledge of E.O. 11246, Tilles VI, VII and IX, Rehabilitation Act, CRA 1991, ADEA and ADA is preferred. The proven ability to work effectively with university personnel and students as well as experience in resolving complaints analor grievances is required. Sensitivity to the problems of the protected status groups and knowledge of the civil rights laws as they pertain to higher education are also required.

A master's degree in human resource management or related field and a minimum of five years of ullimative action experience are required. Equivalent combinations of education and experience may substitute for the stated grantification.

The University of North Texus is the fourth largest institution of higher education in the State of Texas, with 27,000 + students. It is a comprehensive research institution located in Denton, Texas, which is 35 miles north of both Dallas and Fort Worth.

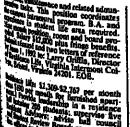
Position is available effective immediately. Salary commensurate with qualifications, full benefits. Send letter of application and resume to:

Director of Personnel University of North Texas P. O. Box 13497 Denton, Texas 76203

THE UNIVERSITY OF NORTH TEXAS IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER AND IS COMMITTED TO THE EMPLOYMENT OF WOMEN, MINORITIES AND THE DISABLED.

culticulum at least five years' experience in a position of increasing approbably for budget and fiscal management in higher education or a ampanile area; MBA, equivalent degree or CPA preferred; working brokkep of computers and modern management procedures; evidence of fiscile leadership, management, organization, and communication is. Application: please send a letter of application, résumé, and names, ad-Dr. Mark Curchack Assistant to the President Beaver College 450 S. Easton Road Glenside, PA 19038

Research Committee will begin reviewing applications on June 1, 1992; all applications must be received by June 10. The anticipated starting date is received by June 10 or anticipated starting date is received by June 10 or anticipated starting date is received benefits. An Affirmative Action, Equal Opportunity Employer



mais, enistenance and related adomests in the position coordinates opening in the position coordinates of Jam plus fitness branches opening its properties of the position of the position

Residence Life: Dodge City Community College to seeking applications for Residence Itali Manuaer. The chosen candidate will reside on campas and be responsible for all management aspects of five residence halls housing approximately 285 adulents butters include supervision of Assistants and office staff, atudent development, social grouprams, student development, social grouprams, student development, butters butters monitoring, safety and security procedures. Bachelor's Degree required, Massier's Degree registered. Applicants must have excellent written and verbal communication skills, good organizational skills and be willing to work extended hours mights and weekends. Applicants must enjoy working with college-age students and assisting from with their problems. Previous housing experience preferred. This is a twelver though position with full fringe benefits. Application review will begin immediately. Position its available July 1, 1992 and will remain upon until filled. To apply submit letter of application, resumb, transcripts, application and names and addresses of three references to: Carol Scheuerman, Presonnel Director, Dodge City Community College, Dodge City Community

67801; 316-225-1321. AA/EROMFD.

Residence life: Dodge City Commundity
College is seeking applications for Assistant Residence Hall Manager. The chosen
candidate will reside on campus and be responsible for assisting the Residence Hall
klanager in the operation, management and
administration of five residence halls, including, aronsoring the Residence Asistents program, student discipline and other
duties assigned by the Residence Hall Manager. Bachelor's Degree required. Applicants must have good written and verbat
communication skills, good organizational
skills, previous housing and disciplinary
experience and be a role model for students, This is a twelve month position with
full fringe benefits. Application review will

MFD.

Rival Health: Director, Institute of Rural Health Studies, permanent full time. Responsibilities: faculty development in rural beath research methods; development and coordination of competitive rural health projects. Requirements: doctorate in appropriate field; demonstrated knywledge of and relevant experience in rural health research issues, methods, and funding sources. Beginning date: July 1, 1992. Closing date for applications: June 8, 1992. Send applications is tester, résumé, and adjects of the first projection. College of Health-Related Professions, Box 8090, Idaho State University Pocatello, Jaho 83209. ISU is an Equal Opportunity Employer.

Opportunity Employer.

Social Sciences Assistant Professor. Tenure track position oppon at A sigistant Professor rank, Satary minimum is \$26,000. Primary teaching responsibility in the area of psychology of personal adjustment and introductory psychology. Secondary responsibilities include serving as a coordinator for all sections of psychology of personal adjustment, and as department flaston with college counseling center. Master's degree in psychology; or a master's degree in psychology; or a master's degree in psychology; or a master's degree in psychology; or sensier factories and psychology is required. Successful reaching experience is required. Applications accepted until position filled. In order to assure full consideration, application materials must be received by June 5, 1992. Submit letter of interest, risumé and the name, address and phone number of three references to Elizabeth A. Wood, Human Rasources Officer, Broome Community College, P. O. Box



 $\mathbf{A}$  calendar of forthcoming meetings, conferences. workshops, and institutes of importance to scholars and college

every week in The Chronicle.

### VICE PRESIDENT FOR ACADEMIC AFFAIRS

St. John's University • New York

St. John's University invites applications and nominations for the position of Academic Vice President. The individual will report directly to the president, will serve with commitment to the University's mission as chief academic officer, and will be responsible for all academic programs of the

St. John's University, founded in 1870 by the Vincentian Community, is a comprehensive national university comprised of ten schools, colleges and institutes. It has campuses in residential Hillcrest, Queens and on Grymes Hill, Staten Island. With an enrollment of more than 19,000 students, St. John's is the largest Catholic university in the United States. The University has sizable international student and faculty populations, as well as a variety of study abroad experiences at both the graduate and undergraduate levels.

#### Preferred qualifications include:

- An earned doctorate
- A record of scholarly achievement and teaching success on the graduate and undergraduate levels
- A commitment to collegiality in decision making and to faculty development
- A proven record of accomplishment as a senior academic administrator
- An experience in working effectively with diverse student
- populations An understanding of and sensitivity to the mission of the University

Closing date for applications is June 15, 1992. Starting date is negotiable.

Dr. Andrew Bartilucci Executive Vice President and Chairman Academic Vice President Search Committee St. John's University Jamaica, NY 11439

An equal opportunity employer-MF



### Pitzer College Vice President for **Institutional Advancement**

from of Vice President for institutional Advancement.

Founded in 1963, Pitzer College is a member of the Claremont Colleges and offers degree programs in liberal arts, with an emphasis on the social and behavioral sciences, to a population of 750 undergraduate students. The 75-member faculty, in the belief that learning develops through choice, encourages the students to develop intercultural, interdisciplinary, and social responsibility perspectives. Thirty-five miles east of Lus Angeles, the College is located in the attractive community of Claremont. Reporting to the President, the Vice President for Institutional Advancement is responsible for managing and developing an integrated resource development program, designed to advance the College's interest among its constituencies. Areas of responsibility include development, alumni relations, and public relations.

Candidates must have proven management and leadership skills in conceptualizing and implementing strategies for fund mising and in cultivating and soliciting major gifts, both independently and utilizing the talents and energies of the President, Trustees, volunteers, faculty, and professional staff. The ability to communicate effectively and sensitively with the college community is essential, as is the ability to embrace and articulate its educational goals and needs.

Candidates should have several years of experience in fund raising and management and the ability to work in a highly participatory environment. A Baccalaureate degree or equivalent is required, an advanced degree preferred. Compensation is competitive. For full consideration, please respond by June 30 to:

Pitzer College Search Committee
Vice President for Institutional Advancement
c/o Educational Management Network
Post Office Box 792
Nantucket, MA 02554

Pitzer College is an Equal Opportunity, Affirmative Action employes, as is Educational Management Network.
Nominations of good applications from women and members of minority groups are especially encouraged.

1017, Binghampton, New York 13902. BCC specifically invites and encourages applications from women and minorities. AAEOB.

colleagues is necessary, and teaching as perience at the college level is highly desirable. Salary is competitive with other state-nesisted universities in Michigan. Position available September 1992, contingent upon funding. Review of applications will begin June 1, 1992 and continue until the position is filled. Send cover letter, vita, nundicial transcripts, and names with telephone numbers of three referees by John P. Thorn, Ph.D., Head, Department of Social-P. Scionces, Shart 113B. Ferria State University, Jig Rapids, Michigan 4937. An Equal Opportunity, Affirmative Action Employer.



### VICE PRESIDENT FOR **ENROLLMENT MANAGEMENT** & DEAN OF ADMISSION

#### The Position

The Vice President for Enrollment Management and Dean of Admission is an executive level position reporting directly to the President. This person is responsible for admission, financial aid, and retention. Bethany College offers a highly competitive salary and benefit package.

#### Preferred Qualifications

Bethany seeks candidates who have skills in organization and implementation, data analysis, budget management, and a thorough knowledge of admission and student financial aid policies and regulations. Strong communication and interpersonal skills, as well as the ability to operate within a team-oriented environment, are essential. Proven success in a liberal arts institution is

#### **Bethany College**

Bethany, a private, selective, four-year, residential liberal arts college, is located in the northern panhandle of West Virginia, less than an hour from Pittsburgh, Pa. Founded in 1840, Bethany is the Mountain State's oldest degreegranting institution of higher learning. Bethany College is a Carnegic Foundation Liberal Arts I institution. Bethany's student body is comprised of students from over 30 states and 17 foreign countries. Located in a designated historic district, Bethany College has five National Register buildings on College property.

#### Application Procedure

A letter of application, or nomination, should be sent to: President's Office, Bethany College, Bethany, WV 26032. The processing of applications will begin in mid-June.

Bethany College is an equal opportunity employer.

### Bethany College

Established 1840 • Bethany, West Virginia

### Assistant Vice Chancellor for Development The University of Tennessee, Knoxville Campus Development

Responsibilities

The University of Tennessee, Knoxville is seeking two assistant Vice Chancellors to work in the area of major gifts in the Development Office. These individuals will report to the Vice Chancellor for Development and Alumni Affairs. Primary responsibilities will include the identification, evaluation, cultivation and solicitation of major gifts prospects in cooperation with deans, other senior administrations and collegiate development directors. Extensive and extended travel, long hours and weekends involved.

B.S. degree required. Excellent and polithed oral and written communica-B.S. degree required. Excellent and polished oral and written communications skills necessary. Administrative experience in public higher education preferred. Demonstrated leadership abilities and organizational skills necessary. Must have proven ability to work as a team player. Experience in working with volunteers desirable. Experience in institutional advancement or related field helpful. Knowledge of fund-misling concepts and strategies necessary to cultivate and secure major glits helpful. Exceptionally high-level of maturity and judgment necessary. The successful candidates will have an understanding of and demonstrated commitment to equal employment opportunity and affirmative action.

Applications will be reviewed heritaging fune. 1, 1992 and will continue

Applications will be reviewed beginning June 1, 1992 and will continue until the position is filled.

To Apply: Send letter of application, résumé, and the names/addresses of three references to:

Mr. Jack B. Williams
Vice Chancellor for Development and Alumai Affairs
The University of Tennessee, Knoxville
405 Andy Holt Tower
Knoxville, TN 37996-0142

UTK is an REO/AA, Title IX, Section 504, ADA Employer

Spanish: Assistant Professor of Spanish. Tenure-track subject to position approval and funding, beginning August 1, 1992. Specialist in Spanish-American literature and outture, especially the novel. Minimum Quelifications: Ph.D. in Spanish Language and Spanish-American Literature; fuert or high-level fuency, and successful teaching experience. Desirable Qualifications: background in Latin-American studies, Dutlesteach three courses per semester in literature.

ture, civilization, and language, most in Spanish, some in English; research; assiss with assigned duties. Salary dependent on qualifications and experience. Assistant Professor minimum: \$15.04. Send inter of application, curriculum vitue, teaching evaluations, letters from three references to Dr. Austin Dias, Spanish Division Chair, Department of European, Languages and Literature, University of Hawaii ai Manon, Moore Hail 483, 1890 East-West Rond,



### VICE CHANCELLOR FOR **ACADEMIC AFFAIRS**

### University of Hawaii at Hilo

The University of Hawall at Hilo (UiiH), on the Island of Hawall, consists of the Colleges of Arts and Sciences, Agriculture. Continuing Education and Community Services, and the Office of Student Services. Approximately 2,800 students of diverse cultural and educational backgrounds are enrolled. The Vice Chancellor for Academic Affairs is part of the Senior Vice-President and Chancellor's Office and provides like executive leadership in assisting and advising the Senior-Vice President and Chancellor in the overall planning, organizing, and management of academic programs. The Vice Chancellor for Academic Affairs: is responsible for developing and planning institutional and academic programs, academic budgeling and resource allocation; stipervises faculty and staff development programs, and federal grant program administration; monitors academic personnel actions and transactions; and participates in academic personnel actions and transactions; and participates in academic personnel policy development and negotiation. In addition to working with collegiate units at Utili and the University System, he/she maintains liaison with external groups and agencies (e.g. Congress, State Legislature, Department of Education) on academic programs.

MINIMUM QUALIFICATIONS: Earned doctorate or appropriate termi-

Education) on academic programs.

MINIMUM QUALIFICATIONS: Earned doctorate or appropriate terminal degree from an accredited institution in a discipline appropriate to a liberal arts college with selected professional programs; experience and qualifications consonant with appointment to sentor faculty ranks minimum of five years' experience in collegiate program administration; excellent oral and written communication skills; experience with and commitment to the mission of a liberal arts college with professional programs in a multicultural setting.

MINIMUM MONTHLY SALARY: \$5, 183 APPLICATIONS: Submit letter of application describing how each of the minimum qualifications are mel, current resume, and the names, addresses and telephone numbers of at least three (3) professional references to: Audrey S. Funikawa, Assistant to the Chancellor, University of Hawali at Hilo, Hilo, Hil 96720-4091.

INQUIRIES: (808) 933-3390 APPLICATION DEADLINE: Postmarked no later than June 30, 1992.

AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

# ROANOKE COLLEGE

#### VICE PRESIDENT RESOURCE DEVELOPMENT

Rouncke College, founded in 1842 by two Lutheran posture, has long maintained a mission of educating men and women in the highest of academic standards. Rouncke has recently been parked by U.S. Neus and World Report as one of the tup 15 southern liberal arts cutlegus. Rouncke College is located in Salent, Virginia, a few minutes from the city of Roancke, whose metropolitan population is 250,000. Roancke College, with 87 full-time faculty, has chosen quality rather than star, eurolling 1,700 students. The College confers Bacheler of Arts, Bacheler of Science and Bacheler of Business Administration degrees.

The nealth of Vice Persident Berguer Development senert to the Residual of

once and Bachelor of Rusiness Administration dogrees.

The position of Vice President, Resource Development, reports to the President of the College and would be an integral member of the President's Cabinet. The successful conditate should have senter level development management experience, as well as a strong background to organizing and successfully executing fund-misting campaigns and mglor solicitations. Requirements include a Background of Secretary of development experience. Prior experience at a small church-related them sets college destrable, but not a requirement. Selary commensurate with experience.

Inquiries, nominations, and applications to be submitted by June 1, 1492, should be directed in confidence to:

Risabeth Curtiss Smith, Vice President
Director of Executive Search
The Sheridan Group
2715 South Inge Street
Arlington, Virginia 22202
703-931-7070 phone; 703-931-6249 fax

Roanoke College is an Affirmative Action, Equal Opportunity Employer

Honolulu, Hawaii 96822; telephone 808956-4170, Deadline: June 1, 1992.

Spanish: The Department of Languages, Literature and international Affairs at New Mexico Highlands University is seeking applicants for a tenure-track position Assistant or Associate Professor of Spanish' Department Head to begin Agust, 1992.

Responsibilities include, but are not limited to department head, teaching, holding of fice hours, advising students, serving on faculty or University committees, and the lateral of the professor of Spanish Department of the Committee of the Committ

fice hours, advising students, serving on figurity or University committees, and as holisty scrivity. The normal full-time teaching load is 12 credit hours per sensester, sithough the teaching load is a glusted to 9 orculit hours per sensester, sithough the teaching load is a sejusted to 9 orculit hours per sensester, sithough the teaching load is adjusted to 9 orculit hours per sensester, sithough the teaching load is adjusted to 9 orculit hours per sensester, sithough the teaching load selection of the period dukes. Qualifications Ph.D. in Peninsular Literature and finency in Spanish and finglish required. Also required are administrative experience and demonstrated solitive in language teaching and research related to Peninsular Literature. Teaching experience in Liaguistics, Multicultural and Billingual Educacion desirable. Salary: competitive depending on qualifications and experience, Application Deadline: Application materials should be submitted to later than June 10, 1992. Application Percentages Qualified application, current vita, transcripti, and the names, addresses, and telephone numbers of three (3) references is: D. Vercolles, Saunero-Ward, Chair, Search and Screen Committee. Department of Languages, Literature and International Affairs, Los Vestar, New Mexico 3701. New Mexico Highleads University is an AAF HO Employer.

Special Education: Assistant Professor. De-

Special Education: The Department of Pro-lessional Education at West Liberty State College is in the process of hiring a full-time, tourse-track Aspeciate or Professor of Special Education to teach undergradu-ation fournes. This person will be respon-able for the supervision of student (each rate. A Ph.D. or Ed.D. with concentration to Special Education (MD and a call

pertment, 104 Shotwell Hall, West Brits State College, West Liberty West Trypal 26074. West Liberty State College has equal opportunity employer. teaching certificate is required. Course-work in educational administration and au-provision storin with a minimum of 3-5 years' teacting experience in elementary audior accondary classrooms and college teaching and administrative experience is dealerd. Rank and salary dependent upon experience and credentials. Application Deadline; Jurie 19, 1992. Starting Date: Au-sus 16, 1992. Send a letter of application, curriculum vitae, and at least 3 letters of recommendation to: Chairperson, Screen-



Henry M. Gackson FOLINDATION

FOR THE ADVANCEMENT OF MILITARY MEDICINE

### VICE PRESIDENT FOR SCIENTIFIC AFFAIRS

The Henry M. Jackson Foundation for the Advancement of Mintary, Medicine invites applications for the position of Vice President to Scientific Affairs. The Foundation is a not-for-profit, private corporation which is affiliated with the Uniformed Services University of the Health Sciences (USUHS), a Department of Defense medical university whose primary mission is to provide high-quality, career-dedicated military and public health service physicians and scientists.

military and public health service physicians and scientists.

The Foundation assists the Uniformed Services University throughs variety of programs including support for research and management of endowment funds, special research programs and other projects in carries out medical research and education programs under coperative arrangements with the USUHS and provides the focus for intechange for the USUHS with private industry for research and development agreements and for technology transfer programs, in addition the Foundation participates directly with other federal agencies, natfor-profit corporations, universities and private industry to conduct wide variety of research programs all focused on integration of mittary and civilian medical science for the advancement of military medicine.

cine.

For this position the Foundation is seeking an energetic individual with a broad scientific background and thorough knowledge of unversity level academics, medical scientific research, technology trayfer, and basic and clinical sciences. Applicants must have demonstrated success and proven abilities to work with academic institution and diverse constituencies, and to communicate effectively with a partment chairs and faculty, business and industry representables and government officials. The applicant must possess a decival degree in medicine or a related field. Experience and knowledge/strainstitutional cooperative programs and an understanding of the confidence and medicine and medicial science within the military would be advantageous.

The incumbent will serve as the chief solentific officer, Vice President and Deputy Director for the Foundation and will parlicipate lety in the overall planning, management and operations of the Foundation. The selected individual will work with and for the President of the Foundation to foster the goals of the Foundation and will act an behalf of the President in his absence.

Review of applications and nominations will begin on June 1, 1892 and will continue until the position is filled with an anticipated spointment date of August 1, 1992. Applications and nominations about do forwarded by letter with a current curriculum viase and a list of three references to:

President
Henry M. Jackson Foundation
for the Advancement of Military Medicine
1401 Rockville Pike, Suite 500
Rockville, Maryland 20852



**Executive Vice President and Provost** Michigan Technological University Houghton, Michigan

The Search Committee of Michigan Technological University invites no applications for the position of Executive Vice President and Provest.

Michigan Technological University, one of Michigan's four nationally recognized to universities, has an established reputation in engineering and science education. Localda the Upper Peninsula, Michigan Technological University is a public institution continue. of approximately 350 teaching faculty, 1,000 staff, and more than 6,000 students carefeld undergraduate and graduate courses of study.

The Executive Vice President and Provost will sorve as the chief operating offi responsible for all academic, research, and student services, and University operators the absence of the President, the Executive Vice President and Provost will set as the executive officer.

The Search Committee will seek evidence of the following:

- leadership ability in academic and administrative affairs
- ability to communicate and interact with the faculty, staff, students, and admit
- scholarly achievement understanding the mission of a technological university
- ability to foster broad participation in the continuous Improvement of programs budgeting and management ability

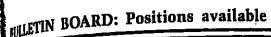
Candidates should have an earned doctorate, experience in academic and b administration, and a commitment to affirmative action and diversity.

Applications, nominations, or inquiries should be directed to:

Search Committee **Executive Vice President and Provost** Personnel Services: Laura Alexander Michigan Technological University Houghton, MI 49931-1295

The Soarch Committee will begin reviewing applications immediately and will seep applications until the position is filled. Applications from women and misothist are encouraged.







### **PROVOST**

IMMEAST MISSOURI STATE UNIVERSITY is a comprehensive registal institution fully accredited with the North Central registal institution fully accredited with the North Central registal institution for the colleges and Schools and the only senior institution in the seuthesstern quadrant of Missouri. The University registerists of 780 acres elucated on a hill overlooking the city registerists and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Mississippi River. During the 1991 fall of Coe Gizadesu and the Coe Gizadesu and the

Tribulus excellence throughout the academic officer of the Mr Position. The Provost is the chief academic officer of the libraristy. As the President's first delegate, the Provost has libraristy. As the President's first delegate, the Provost has libraristy for the overall administration of the academic ripms and is charged with promoting academic excellence among the libraristy. Major responsibilities of the Provost straight developing and coordinating University planning; understoping and coordinating University planning; understoping and coordinating University planning; understoping leadership in program review and development; which is academic/cultural environment; and stimulating match, abolarly activity, and creative endeavor. The Academic bines is composed of thirty-six academic departments in five industrial themselves the state of the state Services, Liberal Arts, and Science & rechnology), as well as the steel of University Studies, the School of Graduate Studies & Lindes barning, and Kent Library. Currently, Intercollegiate Mixiles reports to the Provost. This reporting channel will be reset during the selection process.

watercanons: Candidates for the position must hold an earned extents from an accredited university: demonstrate a successful used of schlevement in teaching and scholarly activity; and tromptels successful experience as an academic administrator at remprehensive university. All candidates will be judged on taken of effective scademic leadership within the context of a scentified mode of collegial decision making and demonstrated disharelesses and working relations with propole from diverse Exhibited mode of collegial decision making and demonstrate with freelping good working relations with people from diverse this freely considered must demonstrate knowledge of and sprints with comprehensive academic planning, avaiuation, and superse allocation, and must be effective as a campus spaperse. It is essential that the candidate be committed to kinds swellmas as well as the University goal of increasing its thick, column, and international diversity.

MARY AND MINEFITS are competitive and commonsurate with

रिशालि भर्षे be vicent July 1, 1992, and will be filled as soon as

MUNITIONS DEADLINE: Nominations must be submitted not leaths like 15, 1992, to the address listed below.

APLICATION PROCEDURE: Review of materials will begin on June 15, 1912, and continue until the position is filted. Applicants should not a later of interest which shows evidence of the qualifications told above, a curriculum vitae, and the names, addresses, and plane numbers of live references to: Kala M. Stroup, President: for the strong of the University Plaza; Capa Gordes, MO 63701.

Southeast Missouri State University is an Allimetive Action/Equal Opportunity Employer and encourages cominetions and applications of women and minorities.

### **Vice President for College Relations** ST. OLAF COLLEGE

8. Old College, a distinguished liberal arts institution of the Evangelical tidean Church in America, seeks a strong, creative individual with proven the strong strong and development. The Vice President for College Relations and development and is responsible for advice and recommendation to the President and is responsible for advice and recommendation to the President for effective work in institutional advancement, in the Vice President and is responsible for advice and recommendation with the college's other vice presidents.

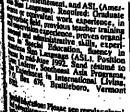
The Yice President supervises those who direct the activities associated with small giving and special campaigns, parent and alumni programs, the Yuned giving program, and government and foundation relations. The Victa hadest also is responsible for the effective coundration of all information and public relations endeavors, for public functions and public events, for outlies of National Public Radio.

Nonventions and and public Radio.

Moreations and applications should be sent by June 22, 1992. Applications food include a resume or curriculum vitae, names of several references, additional be sent to:

Office of the President 5t. Olaf College 1520 St. Olaf Avenue Northfield, MN 55057-1098

An Equal Opportunity, Affirmative Action Employer



Statistics: Statistician/Analyst III. Twelvemonth non-tenure track position with a
multidasciplinary research program in agriculture. Rasponabilities are to provide sintistical assistance to faculty/staff members
in their research in Agricultural Economica, Animal Science. Home Economics,
and Plant Science. Requirements A Ph.D.
in statistica or a related field with emphasis
and interest in agricultural research in preferred. A candidate with a Master's degrein Statistics and with considerable research
experience will be considered. Experience
in intitutical snalysis and computer applications is required. Must be familiar with
computer programming and have knowledge of software packages widely used in

### auscle

### Vice President for Academic Affairs and International Programs

Oualifications

college or university.

American Association of State Colleges and Universities

### Position Description

The Vice President for Academic Affairs and International Programs will provide leadership, advocacy, policy developmen and programs in academic affairs, international programs, teacher education and related areas. The Vice President reports to the President and will provide direction and oversight for the following activities of the Association:

- Assist the chief academic officers of member campuses in developing comprehensive approaches to the critical academic issues facing their institutions
- Further develop and implement AASCU's action agenda for presidential leadership in redesign and renewal of teacher education programs
- Provide leadership and assistance to member institutions a they internationalize their campuses
- Help member institutions develop and implement academic, student and research exchange programs with higher education institutions throughout the world
- Promote campus diversity, access and education quality for students of all races, physical abilities and socioecone
- Develop and implement strategies to support and enhance the work of member campuses in urban affairs and rural affairs.

The Vice President will work with member campuses and other

surate with qualifications. Screening of candidates will begin June 8, 1992, and continue until the position is filled.

Please send nominations and applications to: Christina Bitting, Executive Assistant to the President AASCU, One Dupont Circle, Suite 700 Washington, DC 20036-1192.

butions of AASCU institutions in the above areas and to promote

A minimum of 5 years of senior-level, campus-based line

experience in academic administration in a public, four-year

Experience in developing cooperative working relationships

with other organizations, and in advocating positions on major

issues to internal and external constituencies and decision-

Proven abilities in oral and written communication, manage-

Demonstrated commitment and success in enhancing diversity

and opportunities for students of color, students with disabili-

The position will be available July 1, 1992, at a salary commen-

ment and supervision, team building and coordination.

ties, and students disadvantaged socioeconomically.

their strength in undergraduate teaching.

Earned doctorate in an academic discipline.

national, state and regional policy-makers to promote the contri-AASCU is an Equal Opportunity Employer, Affirmative Action Employer

### Secretary of the College SPELMAN COLLEGE

Atlanta, Georgia

Spelman College, founded in 1881, is a private, historically and predominantly black, non-secturian, four-year liberal arts college set in both a magor urban center and a large center of education. It is the oldest historically and predominantly black college for women in the United States, enjoying considerable prestige in the academic community.

We invite applications for the position of Secretary of the College. As an assistant to the President and the principal administrative officer for the Board of Trustees, the Secretary reports directly to the President.

Responsibilities: The Secretary responsible for preparing the agenda for regular meetings of the Senior Staff, drafting speeches and assisting the President with oral and written reports to the Board and other major College budies. Additional responsibilities include overseoing all planning of certain major annual events of the College.

As principal administrative officer for the Board of Trustees, the Secretary serves as primary linison between the President and the Trustees. The Secretary works closely with the Board Chair and the President to set agenda and to plan all logistical details associated with Board meetings. agentia and to plan all logistical details associated with Board meetings. Qualifications: The successful candidate must have a Ph.D. or comparable advanced degree, and a minimum of three to five years of progressively responsible administrative experience in higher education. Must have excellent written and oral communications skills, a domonstrable presence, and strong interpersonal skills. Ability to manage large and complex events, work under pressure, and oversee concurrent projects necessary. Must have a commitment to and appreciation of the goals and mission of Spelman College.

Applications: Screening of applications will begin immediately and continue until a successful candidate is identified. A letter of application, resume, three references, and a two page statement on the applicant's views of the role of historically black colleges in the American system of higher education should be addressed to the Office of Human Resources, Spelman College, 350 Spelman Lane, S.W., Box 1133, Atlanta, Georgia 30314-4399. Compensation: Salary is competitive and commensurate with experience and qualifications. Excellent benefits package including health, dental, life, disability and vision care.

EEO/AA, TITLE IX INSTITUTION

econumic/social and biological research.
Sulary is negotiable. Send vita, letter of application. 3 letters of recommendation to Carter Castin, Cooperative Agricultural Research Program, Tennesses State University, Nathville, Tennesses 3729-1561. Application deadline is June 1, 1992 or until a suitable candidate is identified.

Student Activities: Programming Coordinator. Coordinates campus activities at a targe university, sponsored by the University Union Activities Board. Duties include training and supervising student staff members, planning, monitoring and evaluating budgets and sponsored events. Beckelor's degree and two or more years of student programming experience required. Marpogramming experience Salary range: er's degree preferred. Salary range: 519,000 to \$21,000. Send cover letter and 1519,000 to \$21,0

of Buffalo, Amhersi. New York 14,000.

Student Activities: ASUISUB Program Advisor, The University of Idaho Student Adfairs Office seeks an individual to provide leadership, advice and astriance to the ASUI Program Board and special event committees. Coordinate and supervise promotional efforts and assets in camps, wide programmas and student leadership development while managing the ASUI Productions office. Requires: good knowledge of techniques and procedures used to attudent activities; effective communications skills; bathelors degree: full-time professional ex-

perience in student activity programming in a college or university. A Masters degree and exportence with student leadership training programs is destrable. This is a 10 month non-classified (exempt) appointment at \$21,627. Closing date is June 10, 1992. For a complete job description and application: contact: Human Resource Services, University of Idaho, Moscow, Idaho 83843; telephone (208,885-6496, AA)

# UNIVERSITY OF FLORIDA

VICE PRESIDENT FOR RESEARCH AND DEAN OF GRADUATE SCHOOL

Applications and nominations are invited for the dual position of Vice President for Research and Dean of the Graduate School at

Vice President for Research and Dean of the Graduate School at the University of Florida. A part of the State University System, UF is a comprehensive land-grant institution and a member of the Association of American Universities.

DUTIES AND RESPONSIBILITIES: The University's research programs are administered by the Vice President for Research, who reports to the President of the University. Research encompasses the research and creative activity of all programs, departments, institutes, schools and colleges. The Vice President for Research promotes, encourages and supports research throughout Research promotes, encourages and supports research throughout the university. In addition, this Vice President helps faculty, staff and student research and creative activity in all areas of institutional activity whether internally or externally funded. The Vice President for Research works closely with the provost, other Vice President for Research works closely with the provest, other vice presidents, and with the deans to enhance the university's effectiveness in competing for external funds, national and international awards, fellowships and other recognition related to research and creative activity. Successful candidates will have significant experience and demonstrated success in university based research environments.

Currently, sponsored research at the University of Florida is administered with an annual operating budget of approximately \$12 million. Annual external awards total approximately \$191 million, of which approximately \$126 million is from state and

federal governments.

The Dean of the Graduate School has responsibility for The Dean of the Graduate School has responsibility for graduate student affairs, research degree programs and other issues related to the development of the graduate programs and to the support of graduate faculty throughout the university. Successful candidates will have experience in major university graduate programs and a clear sense of the relationship between graduate programs and see arch as small as between conductors.

graduate programs and a creat sense of the relationship between graduate programs and research as well as between graduate students and undergraduate instruction.

OUALIFICATIONS: The doctoral or equivalent degree in an appropriate area of specialization and relevant experience are necessary. Successful candidates for the position of Vice President for Research and Dean of the Graduate School will be eligible for a tenured full professorship in a graduate degree granting academic department of the university. Salary will be commensurate with experience and other qualifications.

OTHER INFORMATION: The search is conducted in accordance

with Florida's open meeting and "sunshine" law. Docu meetings will be open to the public. The University of Florida is an Equal Opportunity, Affirmative Action Employer.

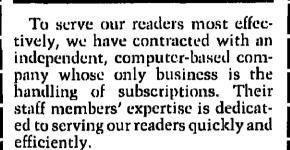
NOMINATIONS & APPLICATIONS: Applications should include a current resume and names, addresses and telephone numbers of at least three references. Nominations and applications should be submitted not later than Systember 15. applications should be submitted not later than Soptember 15, 1992, to: Office of the President, 226 Tigert Hall, University of

Florida, Gainesville, FL 32611.

\*\*\*

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### Search Reopened PRESIDENT

#### Richmond College The American International University in London

kichmond College, one of the leading American institutions located outside the U.S., seeks an experienced and highly qualified academic administrator for the past of President and Chief Executive Officer. Founded in 1972, Richmond is an American num-profit international laberal arts university be-

Carerr in contain, England.

The university has two London campuses—suburban Richmond for lower-classmen and orban kensington for upperclassmen—and a study center in Florence, Italy. Of its more than 1000 students, approximately 800 are degree students and 200 are study abroad students from U.S. institutions, the MBA degree, the university's list post-graduate program, will be offered in September, 1992.

in September, 1992.

Richmund College is accredited by the Commission on Fligher Education of the Middle States Association of Colleges and Schools and is licensed to confer the BA degree in 13 subject areas and the MBA degree by the Education Licensure Commission of the District of Columbia.

Leading candidates will have a Ph. D. degree, demonstrated leadership skills, and successful experience as president or senior administrator of an Ameri-can college or university. Academic and residential experience in interna-tional and multicultural settings are desirable. The compensation package is attractive and includes the provision of a splendid president's house Applicants and nonmators are encouraged to submit materials immediately. The position is available January 1993. All inquiries, which will be held in absolute confidence, should be directed to:

John Kuhnle, Managing Vice President - Education Practice Korn/Ferry International Suite 200, 900 19th Street, N.W. Washington, D.C. 20006 Tel. 202/822-9444; Fax 202/429-0949

Telephone inquiries are invited from qualified candidates. An Equal Opportunity Employer.

### **COLLEGE PRESIDENT**

Southern Ohio College in Cincinnati, Ohio, a regionally accredited, two-year proprietary college, is seeking an outstanding candidate for College President.

Responsibilities consist of total college management, including admission/marketing, curricula, personnel, hudgets/forecasts, accreditation/regulatory compliance and bottom line profit.

Requirements are a degree (preferably advanced), along with a track record of superior financial performance, commitment to quality stu-dent learning and demonstrated capability in profit center manage-

Componsation package includes base solary, bonus opportunities, re-location and customary company benefits. Please send cover letter and résumé to:

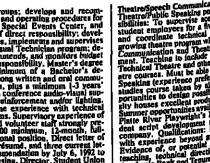
Dr. Austin Harris 220 Plunder Cove Eston, Oll 45320 EEO/M-F

Student Personnel/Rasklance Ufe: Shared position as Frateraity Court Advisor and Resident Director, reporting to Dean of Students and Director of Residente Life. 12-month position beginning July 1, 1992. Responsibilities include serving as listion between Dean of Students and Court, promoting educational and non-alcohol programming, assisting house treasurers, and monitoring nushing pledaing suidelines and Akonhof Folley. Also selecting and training RA staff, on-call responsibilities, housing administration duties. This is a live-on position. Three-room apartment with private enterince, meal plan, utilities, cable, impring service, and compositive salary, Backelor's degree and experience in student parsonnel at undergraduate or graduate level required. Send resumes to Residence Life Office, Davidson, North Carolina 28036. BOR.

required. Sand résumés to Residence Life Office, Davidson College, P. O. Box 1719. Pavidson, North Carolina 28036. BOR.

Student Support Services: Tutor Coordinator. Chadron State College is seeking applicants for the position of Tutor Coordinator within our Student Support Services Program. Bachelor's Degree required; Manufactured; Man

employees in the technical area, and over-neeling the maintenance of the physical plant. Baldwin-Wallace College is re-open-ing its earth for a technical director/scene designer beginning September, 1992. Previ-ous applicants need not re-apply. Appli-cants should send latter of application, re-sums and three letters of recommendation and submit a portfolio which represents their current work to: Dr. Mary Ann Fruth, Director of Drama, Baldwin-Wallace Col-logs, Berea, Ohio 44017. FAX 216-826-2129. Baldwin-Wallace is a four-year, resi-danilal, liberal arts oriented college of 2,300 full-time andents located in a suburb of Cleveland, Continuing education programs are offered in the evenings and on week-ends. EO/AAE.





### Choate Rosemary Hall **Executive Director of** Alumni Affairs and Development

Choate Rosemary Hall invites applications and nominations for the position of Director of Alumni Affaira and Development.

The Executive Director, who reports directly to the President, is responsible for developing and implementing the strategy and plans for fund raising to meet the school's annual, capital, and endowment requirements. The director manages all aspects of the school's alumni relations and development program, which includes major giving, the annual fund, corporate and foundation relations, planned giving, special events and programs, prospect research, and management of alumni and other records. The director is also responsible for facilitating communications with and involvement of alumni, parents, friends, foundations and corporations, and the local community in the life of the school to create a climate for giving, sharing, and stewardship of resources.

The successful candidate must have senior level development experience, preferably in a school, college or other educational

experience, preferably in a school, college or other educational setting and have experience in planning and implementing a major capital campaign. Demonstrated organizational and managerial skills are essential as is the ability to motivate and support staff within the department, ability to communicate the school's mission effectively to alumni, parents and other constituencies, and ability to nurture and cultivate donors of various backgrounds.

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students—and a teaching faculty of 120. The school's 400-acre campus is located in Wallingford, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Plannial ald exceeds \$3.4 million.

s72 million and the operating budget is \$28 million. Financial ad exceeds \$3.4 million.

Salary is competitive and the position includes housing and a broad list of perquisites. Review of applications will begin May 15, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992.

Nominations and applications should be addressed to: AA&D Search Committee, c/o Edward J. Shanahan, President, Choate Rosemary Hall, Box 788, Wallingford, CT 06492

Choate Rosemary Hall is an equal opportunity employer and encourages nominations of, and expressions of interest from, minority and female candidates.



### Associate Vice Chancellor for **Financial Management**

The Areas Appalachian State University Invites applications for the position of Another Vice Chancellor for Financial Managument. The University was founded to 1899 and housed in the heart of the beautiful Blue Ridge Mountains of North Carolina Issued the 16 institutions of The University of North Carolina System Appalachian is progressive comprehensive university with a current annollment of 11,500 students.

Responsibilities: The Associate Vice Chancellor for Plannial Management reprinderedly to the Vice Chancellor for Business Affairs. This position is responsible for development, oversight, and Implementation of the University accounting, budgeous, and business operations.

and business operations.

Candidate Musit Possess: An carned Master's Degree in an appropriate field such a finance, accounting, economics, operations research, etc. is required. A Decotate in preferred. Experience in higher education in business affairs are at the mastgacel level is preferred. Candidate must demonstrate arrong organizational and interperson at the financial management area of Business Affairs is achieving the goals of the University.

Applicants Musit Submits: A leaver of inversar current resume, and a list of fee reference.

Applicants Must Submits A letter of interest, current résumé, and a list of se résences with addresses and telephone numbers are required. The intended date of emplorment is August 17, 1992. Completed applications must be received by June 3, 1992. Compessation is competitive and commensurate with qualifications. This is a reside (12) month position.

Mr. J. Carroll Brookshire Chair



### West Valley-Mission Community College District SARATOGA, CALIFORNIA

### SEARCH FOR A CHANCELLOR

RILLETIN BOARD: Positions available

Arm even years of successful leadership as Chancellor of the West Valley-Maton Community College District, Dr. Gostavo A. Mellatoler has been ground Professor and Director of the Center for Community College Pagition at George Mason University.

Elaction at George Mason University.

The Board of Trustees invites nominations and applications for the position of Charcellot. The Charcellor is the chief executive officer of the District enteriors to a locally elected seven-member Board of Trustees. The Charcellor provides educational leadership for the District in cooperation with the offeg presidents and serves as chief administrative officer responsible for planna, organizing and evaluating the resources, programs and services of a Duriet.

2. Daint.

Candidate Qualifications should include:

6 An advanced degree from an accredited institution (an earned doctorate is preferred):

5 successful senior level, postsecondary administrative experience. At least two years in a community college is preferred.

5 successful postsecondary teaching experience. Community college experience is preferred.

elemonstrated ability to effectively interact with persons of diverse so-cio-conomic and ethnic backgrounds.

Application Process:
Mothe following are needed for any candidate to have full consideration:

A letter of application:
A tensor of application for Certificated Management Employment\*;
A rempleted Application for Certificated Management Employment\*;
A rempleted supplemental questionnaire\*;
Names, addresses and referitione mumbers of five references to include a bood representation of subordinates, faculty members and collections will be received until the received in the procession is filled.

Nominations and applications will be received until the position is filled. The committee will begin its formal screening process by June 17, 1992, all confident are encouraged to apply by 5 p. m. our that day. for employment announcement, application and supplicational question-nac place all/write:

Mr. Tony N. Brown Human Resources Employment West Valley-Mission Community College District 14000 Fruitvale Avenue Saratoga, California 95070-5698 (408) 741-2000

Ver Valley-Mission Community College Distro (as located in the heart of the Sma Clara/Sulcon Valley, approximately 50 inites south of San Franciso a de Sas Jose metropolatan area.

AA/EOE



### PRESIDENT

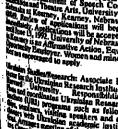
Switch Seminary College invites nominations and applications for beposition of president for the 125 year old independent two-year somen's college. The president is responsible for the total operation of the college and reports directly to the Board of

ossed in the beautiful Southern Shenandoah Valley, three miles off intensiate 81 and only six miles from T exington, Southern Sem has a student/faculty ratio of 10:1 and provides a liberal arts pogram from which most graduates transfer to recognized senior minutions. The excellent ruting/equitation program is nationally hour, the riding team has gone to the Intercollegate Horse Association finals 13 consecutive years and has 8 times been treated national champson

the successful candidate must be oriented toward public visibility and fund mising and must at the same time be a proven

minations, inquiries and letters of application should be sabalited by June 15. Tetters or application should include resumes and names, addresses, phone numbers and relationships of

> Mrs. Burbara Turk, Chair Presidential Search Committee Southern Seminary College



### PRESIDENT

### Foundation for Allied **Conservative Therapies Research**

The Presidential Search Committee of the Board of Trustees invites applications and nominations for the position of Presidential

The Foundation for Allied Conservative Thorapies Research (FACTR) is a public, non-profit research foundation created to pursue research and education in complementary therapies such as clinical nutrition, acupuncture, applied kinesiology, chiropractic and esteopathic manual therapies, homeopathy, and others. The goal of the foundation is to evoke a unified approach to the diagnosis and treatment of functional illness, tailoring the application of complementary therapies to the individual needs of each patient.

RESPONSIBILITIES: The President reports directly to the Board of Directors, and has overall authority and responsibility for both the Research and Education Programs of the Foundation, including ultimate oversight of the Foundation's clinical and laboratory research facilities.

QUALIFICATIONS: The successful candidate must have an earned doctoral degree, an established record of administrative accomplishment, experience in non-profit work, and a working familiarity with complementary therapies.

APPLICATIONS: Letters of application should include a current vita, the names and addresses of five references, and a sample of the candidates' written work.

Applications and nominations should be sent to:

Dr. Samuel Yanuck Soarch Committee Chairman FACTR 1551 Southgate Avenue, Suite 105 Daly City, California 94015



### NAVARRO COLLEGE

#### **Vice - President for Student Services** (Search Re-Opened)

Duties and Responsibilities: The Vice-President for Student Services will be primarily responsible for: counseling; student activities, housing; the primarily responsible for: counseling; student activities, housing; the directors for each of these five areas. Related areas of responsibility to lust-51A, stockent behaven; velerain stides, reterrational students, student health and student activities and inchale planning, budget management, personnel supervision, grant management, leaching, scholarship management and community service. Arbitronally, here is linkage with security and maintenance for campus life and student housing. This position reports to the Executive Wed-President and serves as a member of the Executive Coordinating Council.

Qualifications Master's Degree in Student Services or related area required; Doctorate preferred. Abust have community college experience; a commitment to the community college philosophy is required. Extensive experience is desirable in student services and related areas. Atust possess leadership and managoment skills.

Applications: Sulmit resume to: Dr. Lary L. Reed, Executive Vice-President. Nevarno College, 3,500 W. 7th Avenue, Corsicana, TX 75110, Application deadline: May 30, 1912.

General Information: Navaro College is a fully accredited, comprehensive, public com-

Centeral Information: Navato Cullege is a fully accredited, comprehensive, public community cullege. In underlin 1946, the College now has a sensester credit enrollment of approximately 5,000 statents. In College's now has a sensester credit enrollment of approximately stated stated unit a beautifully landscaused campus on the west side of Consteam. Consteam is a community of 24,000 people located on 1-43 approximately 65 miles south of the Dallass It Wirth metroples, in addition to the main campus, Navarro College has centers in African and Waxahas his.

Navario College is an Equal Opportunity, Aformative Action Employee



Minnesota Community College System

### **PRESIDENT**

#### **AUSTIN COMMUNITY COLLEGE**

The Chancellor of the Minnesota Community College System announces an opening for the position of President at Austra Community College Austin Community College currently enrolls approximately 1200 students Founded in 1940, the college is located in the rity of Austin, a city of 23,000 ninety miles south of Minneapolis and St. Paul.

The college operates under the jurisdiction of the State Brand for Community Colleges. Enrollment in the Minuresota Community College System has increased over 51% in the past seven years.

The President is the chief executive officer of the college with responsibility for all programs and functions of the institution. The President reports directly to the Chancellor.

- The following qualifications are considered essential or highly desirable:
- A demonstrated commitment to the mission of the community colleges
   A demonstrated capacity for creative and resourceful management and lead-
- ership.

  Demonstrated leadership ability in areas such as trastruction and student
- Demonstrated abilities in community relations
   Demonstrated skills in itscal planning.
   Experience in employee contract administration.
   Training in educational administration, preferably with an emphase on high-
- er education.

   Experience in educational administration, preferably at the post-secondary
- kevel; community college administrative experience is destrable.

  Sensitivity to multicultural issues and demonstrated evidence of support for cultural diversity and affirmative action, equal educational opportunity pro-
- grams.

   An earned doctorate or appropriate experience that provides equivalent

atrength.
 Demonstrated commitment to student concerns

Salary ta competitive and commansurate with experience and qualifications It is anticipated that the president will assume his or her duties by September 1.

The 1991 Minnesota Legislature mandated a merger of three of the four public higher education systems—the community colleges, the technical colleges, and the state universities. The University of Minnesota is excluded from this legislation. Barting changes in the next three legislative sessions, a single "Super Board" will govern these three systems effective July 1, 1996.

The application deadline is June 19, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resume, and the names of three references.

Please address nominations, inquiries, and applications to:

Anne Weyandt Search Coordinator MINNESOTA COMMUNITY COLLEGE SYSTEM 203 Capitol Square, 550 Ceder Street St. Paul, MN 55101 (612) 296-5157

The Minnesota Community College System is an equal opportunity affirmative action employer.

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### Records Indicate Colleges Questioned the Effectiveness of Overlap Group

Continued From Page A19 are all members of Overlap, last year signed a consent decree with the Justice Department in which they pledged to stop Overlap activ-

#### Case Against MIT

The university documents that contain criticisms of Overlap were submitted by the Justice Department in its case against MIT.

The documents reveal concerns of Overlap college officials about their policies:

■ A 1986 Columbia University financial-aid report offers a reason why limited numbers of minority students accepted the university's offer of admission. "The difficulty seems to be with financial-aid packages, as many students in lower- and even middle-income brackets are choosing colleges which offer more generous financial-aid packages and/or lower tuition. In addition, many colleges outside the lvy League determine financial aid differently, often to the student's

benefit." ■ The minutes of a 1987 meeting of Overlap Group financial-aid officials note that several of them were under pressure from college presidents to re-evaluate the group's activities. The minutes note that the president of Bryn Mawr Col-

lap Group, the Justice Depart- League. . . .

ment obtained thousands of

private colleges. Some of those

documents have now been filed

with a Federal District Court in

Philadelphia that will hear an

antitrust case against the Massa-

chusetts Institute of Technology.

marked "confidential"-include

correspondence between officials

of some of the nation's most pres-

tigious universities as well as

memos circulated among admin-

From a 1986 memo sent by David

Dartmouth College, to "senior

officers" at Dartmouth, report-

the presidents of Ivy League uni-

ited gifts from companies from

which they have divested,

whether or not institutions solic- promptly.

Following are some excerpts:

The documents—many of them

ed students were enrolling elsewhere after getting better aid pack-

■ A 1989 Harvard University document lists differences between the way Harvard awarded aid (through the Overlap Group) and Stanford University awarded by aid (on its own). The document notes several instances where Stanford's approach benefited students. It also says that, for a recently admitted class, more than 70 per cent of those offered admission to Harvard and Stanford selected Harvard in cases where the Harvard aid award was equal to or better than that of Stanford. In cases where Stanford offered a better package, Harvard enrolled only 37 per cent of the stu-■ Another 1989 Harvard docu-

ages offered to its students are being "driven by Overlap schools with tighter budgets." The document says that in some cases, the "may go counter to what Harvard really feels is fair to families" and so Harvard has been moving to de- university did not offer them aid help students. While most college representing MIT in the case students after they decide to enroll tions. at the university. Even so, the docrisk of "creating a generation of Justice Department as evidence ties. bitter alumni," who feel that the that the Overlap Group did not

was driving other salary struc-

considering salary heights of 8%-

81/2% and tuition increases not

istrators of single universities. there was an audible gasp. The system designed to treat all stu-

T. McLaughlin, then president of that some of the pressure on fac- highly recruited athlete who can

ing on discussions at a meeting of In view of the above information, tain that students at our institu-

In response to a question as to uled increases and to do so rather athletes are treated the same

ment questions whether aid pack-



package agreed to under Overlap Scott E. Masten, an associate professor of business economics: The documents about some students' being hurt by the Overlap process are exceptions that prove the rule.

Those documents, and many

Excerpts From the Overlap Group Documents Released by the Justice Department

We went around the room and choice of matching the Princeton tant intangible factor is the ques-

projected for tuition and salary resent a fair or consistent treat-old." There may be some level of

increases next year. I opened the ment relative to the rest of the term bill at which Yale and other

discussion and told them about families in our applicant pool; or selective schools will experience

the salary pressures and the hir- we could choose not [to] alter our a decrease in the size and quality

admission at least in part because

One of the problems of allow-

ing mistakes to proceed is that

Princeton indicated that they do From a 1986 letter from William From a 1988 memo from Yale ad- Ivy group (including the Pentags everybody. He agrees with the sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do this but sold that they do R. Elizabethan a rest do the rest do the

tiate a conference call to advise This resolution put Harvard in are mindful of the public scrutiny from education and federal aid to a good day's work.

not do this but said that they do R. Fitzsimmons, dean of admisaccept matching gift monies from sions and financial aid at Hose

R. Fitzsimmons, dean of admisministrators to members of the and 7 sisters) exchange a hell of a however that there are back

ing requirements we were experipackage and risk having [the ath-of their applicant pools.

In its investigation of the Over- the other members of the a very difficult situation with the and concern about rising educa- education. I believe it will be and

pages of internal documents from asked each institution what they package, although it did not rep- tion of "educational cost thresh-

encing and explained how this letel accept the Princeton offer of

tures by virtue of compression. of the financial advantage he

that far off from that number, they compromise a need-based

other presidents felt that it was dents equally. If we make such

not possible to increase tuition at exceptions, it is even more glar-

a rate that far above the CPI and ing to have an exception be a

ulty salaries was self-induced to make a major difference to an ath-

serve the faculty's interest. . . . letic program. We should be cer-

we will need to rethink our pro-

When I told them that we were gained there. . . .

crease the family contribution of comparable to that at other institu- officials will not comment, defend- he would not comment on any specified small number of students. ers of the Overlap Group say the documents do not change their ument says, Harvard is running the others, are being used by the feelings about the group's activi-

Thane D. Scott, a lawyer who is

[athlete's] family. We had the tional costs. Another very impor- essary to get some first-class legal

From a 1987 electronic message

sent by Sam Jones, associate di-

rector of financial aid at the Mas-

sachusetts Institute of Technol-

ogy, to Ted Bracken of the Con-

sortium on Financing Higher

Education, a group of 32 elite pri-

Overlap institutions:

posed salary and tuition scheduled increases and to do so rather promptiv.

Tions understand exceptions to ford's provost, Jim Rosse, holds our regular policies and that non-athletes are treated the same promptiv.

Tions understand exceptions to ford's provost, Jim Rosse, holds our regular policies and that non-athletes are treated the same shorter of research to rate: As you know, Stan-ford and Fetter our regular policies and that non-athletes are treated the same shorter of research to rate: As you know, Stan-ford and Fetter our regular policies and that non-athletes are treated the same shorter or regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and that non-athletes are treated the same shorter of regular policies and the same shorter of regular policies and the regular pol

vate colleges that includes the 23

Ted, sooner or later COFHE

must deal with a cancerous issue

which has just spread from Stan-

mation on tuition analysis, facul-

ty salaries, etc. is in violation of centrate on exchange of informs

the antitrust laws. All of us in the

cific document cited by the Justice knid.

ernment has been highly select

talent involved in this one.

From a 1986 electronic messay

from Sam Jones to financial-al

officials at Cornell and Yale Un

versities, and MIT, about a pla

to meet with Stanford University

officials about Stanford's Joinh

Guys, just had a long chat with

Bill Fitz [the Harvard ald direc-

tor]. He won't be coming out, but

he has spent a lot of time discuss-

ing things with Dean Spence (pro

vost at Harvard) who know

Stanford well, and with Jean Fel

ter [then dean of admissions i

Stanford]. He reports that the k

gal implications of Overlap con-

[Robert] Huff [director of finan-

the Overlap Group:

Mr. Mastenis now finishing a pa-

While most college officials will

Already, the lvy League memare lobbying Congress to adule a provision in the renubrization of the Higher Educato Act that would allow instiblions to agree, as a group, to inand aid based solely on need Movided that they do not coorditale aid determinations.

the Senate has already adopted minclude the provision in its ver-

Some Overlap Group members m tofarenough. Amherst, Mount Rolyoke, Smith, and Wellesley Colleges are lobbying against the accept matching gift monies from sions and financial aid at Harthose firms. Derek Bok said that vard University to Inffred H. On Comparison of the Yale lot of information leading to our channels and informal ways to those firms. Derek Bok said that vard University to Jeffrey H. Oration on possible tuition annual budget decisions. Now handle rough differences if we have no compute the properties of the same fulfilled to the same fulf sessing, fearing that it could limit at Harvard they have no compulsion about this and did not see a Council of Ivy Group Presidents

Council of Ivy Group Presidents

Valor to possible tuitton annual budget decisions. Now handle rough differences tuitton annual budget decisions and the properties tuitton annual budget decisions. hir nght to resume all Overlap acsion about this and did not see a Council of Ivy Group Presidents. Yale's term bill figure is one of The letter complains about an infries if MIT wins.

correlation between investment

The letter complains about an inpolicy on the one side and develcident where a star swimmer and the most visible and widely disthe same tack. Since copie lives kinds of cases, and maybe brilly the same tack. Since copie lives the same tack. Romas M. Susman, a Washingla lawyer for the colleges, said: sel-based aid, some coordination

acuments from a very large coltion, and the government miswate documents to suggest that adap reduced student financial

Mr. Scott added: "When you let at all the documents, and you alegendently evaluate all of the sidence, the conclusion is inespeated that Overlap did not save deschools money or otherwise reoce financial aid."

### hise From Researcher

Scott E. Masten, an associate polessor of business economics adpublic policy at the University Michigan School of Business histration, said his research he Overlap Group indicated hate had helped the vast majority duidents at its institutions. He stay system in which colleges ded to offer awards based only findal need—as Overlap in-Anions do—must have "some modulation or the whole thing hearsvel."

Nr. Masten said the documents post some students' being hurt by W Overlap process were exceptos that prove the rule. "Some mode will always be so sensitive ageographic regions or price that ter will forgo a Harvard or Yale election, but that will be a rela-

He added that the documents methat, "if anything, Overlap statibecome even broader."

proath: Overlap Group in which be segues that the Justice Departmen should not be pursuing the case. He said his study had no links believelense in the MIT case and but did not expect to testify at

### lobbying by the Ivy League

al comment on the new documeats, the actions of some Over lap members indicate that the institu-்ளி want to return to the Overlap pocess if MIT wins in court. If that hopens, some college officials exper the Ivy institutions to ask the out to invalidate the consent de-

provision, but the House did of the reauthorization legisla-

policy on the one side and development programs on the other. It was agreed that before any ivy was agreed that before any Ivy was agreed that before any Ivy institution changes its present policy with regard to South Afrihere certainly will be no return bany form of coordination until a cont or Congress says it's O.K., policy with regard to South African investments, they would inihonor the award for four years:
nor by other external actions are too caught up
nor by other external actions are too caught up
of us in terms of deriving family
the gentlemen are too caught up
of us in terms of deriving family our clients, like MIT, believe can investments, they would initiate a conference call to advise

This resolution put Harvard in

This resolution put Harvar at need-based aid is important ad that to effectively administer

### WASHINGTON UPDATE

■ NEA's acting director blocks grants for two university exhibits

Administration says it needs \$1.1-billion more for Peli Grants

ing chairwoman of the National Endowment for the Arts, announced last week that she had rejected two grants for university art centers even though both had been recommended by peer reviewers and by the National Council on the Arts, the NEA advisory board.

The grants included one for an exhibition at the List Visual Arts Center at the Massachusetts Institute of Technology called "Corporal Politics," and one for the An-

monwealth University for an merit." exhibit called "Anonymity and Identity." Both of the exhibitions and administrators at both univercenter on depictions of fragmented sities said they were outraged by human body parts in the form of the decision. —STEPHEN BURD photographs and sculptures, and they include images of genitalia.

that the chairman of the NEA had overridden a decision made by the advisory council. In a statement, Ms. Radice said

This was the first time since 1988

she had rejected the grants because they had failed to meet standards of

Anne-Imelda Radice, the act- derson Gallery at Virginia Com- "artistic excellence and artistic

The Bush Administration has revealed that it needs \$1.1-billion more than it previously requested for Pell Grants.

In private meetings, Administration officials have told lawmakers that the demand for the grants in

the current academic year and the projected demand for the 1992-93 year will outstrip financing levels

hy \$1.4-billion. In the 1993 budget request, released in January, the White House asked for \$332-million for such

Members of Congress's appropriations committees, who say they can provide only minuscule. increases under 1993 spending limits, are demanding that the Administration suggest some way of com-

shortfalls and \$6.3-billion for 1993-

ing up with the \$1.1-billion. College officials also are ungry because the tremendous shortfall could make it impossible for Congress to increase the size of Pell Grants for 1993-94.

-THOMAS J. Deliguidary

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# Bush Administration Again Vows to Veto Student-Aid Legislation

### By THOMAS J. DeLOUGHRY

The Bush Administration has repeated its promise to veto legislation to reauthorize the country's major student-aid programs.

Members of the House of Representatives and Senate are expected to meet this month to iron out differences between bills that would reauthorize the Higher Education Act. Separate bills received overwhelming votes in their respective chambers earlier this year, passing by votes of 93 to 1 in the Senate and 365 to 3 in the House.

Despite that bipartisan support, Education Secretary Lamar Alexander told lawmakers in a letter this month that President Bush would veto the final bill if it contained certain elements now included in either of the bills.

### 'Major Problems' Seen

The "major problems," the Secretary said, were:

" The House proposal for a direct-loan pilot project. ■ The structure and "excessive

cost" of Pell Grant proposals. ■ The House proposal for "un subsidized" Stafford loans.

■ "Excessive" limitations on the Secretary's ability to manage higher-education programs.

"'Wasteful' new programs that duplicate current law and each

College officials were not alarmed by the promised veto since the White House had issued a similar message before the House vot-

Georgia's Gov. Zell Miller, a

Democrat, has vetoed a bill

that would have made stu-

dents attending Bible colleges eligible for tuition subsidies

that are now available to stu-

dents who attend other private

Governor Miller said the bill

would be too expensive at a time

when the state was trying to pro-

vide larger grants in the program.

Legislators appropriated nearly

\$17-million for the aid program in

the 1992-93 fiscal year and raised

the amount of each subsidy to

The bill to include Bible col-

leges was introduced by State

Rep. Bill Cummings after Atlanta

Christian College applied to the

program but was denied admis-

sion by the Georgia Student Fi-

dents who attend such institu-

Mr. Cummings said it was un-

fair for the college to be excluded

from the program when other sec-

Steven Dougherty, executive

director of the Georgia Student

Finance Commission, said some

tarian institutions participated.

colleges in the state.

\$1,000 from \$794.



Education Secretary Lamar Alexander says the President will veto legislation to reauthorize student-aid programs in its current form.

STATE NOTES

■ Georgia's Governor vetoes bill to let Bible colleges get student aid

■ Mississippi Legislature overrides veto of tax increase for education

■ Bill to regulate student-loan agency is vetoed by Wisconsin Governor

of the 14 institutions in the pro- \$23-million in 1992-93 because of

can, said that the additional mon-greater protection to students

was necessary. Public four-year the law would have protected

tion officials were spelling out their tion of State Colleges and Univerpositions in hopes that Republican few points during the conference Mr. Bush's election-year effort to on the legislation.

"I'm not too worried right now," said Edward M. Elmendorf, ed on its reauthorization bill in vice-president for governmental

gram did have religious ties, but

were admitted to the grant pro-

gram "based on analysis of their

curriculum requirements to de-

termine if they were sectarian in-

stitutions, or schools with a broad

theological context that are liber-

Mr. Dougherty conceded that

often only a "fine line" separated

the two types of institutions. The

issue is complicated because

state law does not define what Bi-

sippi Legislature have voted

to override Gov. Kirk For-

dice's veto of a bill to raise the

state sales tax to provide \$168-

Governor Fordice, a Republi-

ey was not needed and that the

increase in taxes could hurt the

But the Democratic leadership

state's economy.

ble colleges are, he said.

nance Commission because of a million in new funds for edu-

law excluding from eligibility stu-cation at all levels.

March. Some said that Administra- relations at the American Associasities. "It doesn't seem like very awmakers would help them win a 'smart politics," he added, noting portray himself as an "education President.'

Several of the Administration's

the tax increase. Community col-

leges will receive an additional

\$14-million and the public

The sales tax was increased

College officials said they were

pleased by the vote, but noted

that—even with the additional

revenue-they will have only

about 3 per cent more money in

1992-93 than was originally ap-

loans—as the state regulates

bill also would have provided

who believe the agency "un-

Kathy Kingery, of the United

Council of University of Wiscon-

in the Legislature said the money sin Student Governments, said ic provisions that apply." Great

colleges will receive an additional students from "some of the col- tomer service, he added. -J.M.

ાં કે અજણાવેલા

duly harassed" them.

other collection agencies. The

-SCOTT JASCHIK

Wisconsin's Gov. Tommy Mr. Thompson conceded that al-

islation that would have regu-lated the Great Lakes Higher to be examined, but he said the commissioner, under the Wiscon-

Education Corporation— sin Consumer Act, could investi-

which services student gate any complaints by students.

propriated for 1991-92.

schools will receive the rest.

from 6 per cent to 7 per cent.

lawmakers throughout their deliberations on the Higher Education Act. The White House consistently has opposed proposals to make federal loans directly to students rather than through the current system of federally guaranteed bank loans. Its opposition helped keep a direct-loan plan out of the Senate bill and forced House members to limit their plan to a pilot

project for a few hundred campus-

### Bush to Propose a Plan

The White House is opposed to the House pilot project, Mr. Alexander wrote in the letter, because it would "create a complex new system run by the federal bureaucracy." He has argued in the past that it would also increase the federal

President Bush has said he will propose his own plan for bypassing the banks and making loans through the Student Loan Market- by limiting his discretion. Inparticing Association, a federally chartered company. Few details have been provided about the plan, but Administration officials insist that it is different from direct loans.

The Administration's opposition to the proposed Pell Grant formube eligible for student aid. las and costs goes back to February 1991 when it unveiled its proposal for concentrating the grants on the neediest students and emphasizing larger loans to aid middle-income students. The White House plan said Pell Grants should rise by 54 per cent, to \$3,700 for the neediest students, which would be paid for objections have been known by by dropping 400,000 students and

lection tactics of Great Lakes."

Those tactics include making ear-

ly-morning or late-evening phone

calls to borrowers and threaten-

ing that borrowers are about to be

listed as defaulters even when

they have been making regular

In a message to legislators, Mr.

Thompson explained that Great

Lakes, because it primarily serv-

ices federal student loans, al-

ready is regulated and audited by

the federal Department of Educa-

no need to increase the authority

of the Commissioner of Banking.

Mr. Thompson vetoed similar

Richard H. Johnston, vice-

president of Great Lakes, said

that complaints typically arise

when borrowers "don't under-

stand the seriousness of the de-

fault issue and the rather dramat-

Lakes stresses courteous cus-

legislation in 1988.

tion; therefore, he said, there is

payments, Ms. Kingery said.

#### Government & Politic

by shrinking or eliminating other

Lawmakers, however, have sought to serve more middle-in come families to help them pay for college and to build political support for the grants.

For the same reasons, Houx members have sought to make Stafford Student Loans available to all students regardless of income. The House has approved an "unsubsidized" program, in which the government would subsidize the interest rate but would not pay the interest for students while they are in college as it does in the regular Stafford program.

Mr. Alexander wrote that the program is "misleadingly labeled" because the interest subsidies could cost more than \$100-millions vear. He suggested that lawmakers raise borrowing limits in the current Stafford program for needy students.

The Secretary also charged that Congress would interfere in his ability to manage the aid program ular, he objected to a House proposal to limit his ability to establish additional standards for recognizing accrediting agencies. The Secretary must recognize an agency if the institutions it accredits are to

#### Focus on Trio Programs

House aides said lawmakers did not want Mr. Alexander to set new standards unilaterally because they believed he had sought to use his power over accrediting agencies for political gain in his battle with the Middle States Association of Colleges and Schools. The Semetary delayed renewing recognition of that group last year because of concerns about its "diversity standards," in which campus review teams examine colleges' records in recruiting minority students as faculty members.

Among the provisions that i Secretary said were duplicative were the Trio programs, which are intended to make disadvantages students aware of college opports nities and assist them when they enroll. Lawmakers have proposed complementing the programs will new "early-intervention" programs designed to encourage more children to attend college. The Ad ministration has proposed merging the Trio programs into a new "Pro College Outreach Program."

Mr. Alexander also critical lawmakers for continuing "nume ous' graduate-education programs, which the Administration believes should be merged.

The Administration also opposes would provide colleges with graphs for constructing or renovating f cilities. "There is no justification for new federal construction support," Mr. Alexander wrote.

House and Senate aides already have held several meetings to discuss the 1,600 differences between their bills. They said they were not worried about the promised veto.

"It's not something that we quake about or fear," said Thomas R. Wolanin, staff director of the House Subcommittee on Postset ondary Education. "It's not a very plausible threat."

this University may be the wha plan to reverse its draument policy. (Lut's Board of Trustees voted

41 month to reinvest some of the 2000's \$56-million endowment noopanies that do business in Sub Africa, once a multiracial, enim government is formed there. Secral colleges are now thing whether to reverse their insment policies, but others plan

pratumil South Africa adopts a exconstitution that insures equal chi for blacks. Clark officials say teration endorses the continuing espitations between black leaders with white government that will inter dismantle apartheid. When it adopted its divestment

թենչ in 1986, Clark was among the tall.S. colleges to divest. The yky's reversal was based on the carinous recommendations of the and's Committee on Sharcholder keonsibility. Among other engines, the trustees encourage cestments in venture-capital posthat provide money to help Hek South African entrepreneurs

"Asutheid is an economic प्रथाक well as a political one.' as Summer B. Tilton, Jr., the and schairman. "The only thing ได้เพรียงใช้สายกระกับการและเกิดการเก *but Africe is grow*th—and that powdisachievable only through a ishbution of wealth."

an new companies.

he University of Lowa has ald No Thanks to a \$20,000 ध्यध्य gift from a donor who varied the former Ku Klux Klan lader David Duke to speak on

About a year ago, Bernard Akhon established the Guy and kade Akhon Memorial Porum, in Movey of his parents, through which he paid for speakers to be bught to the campus. Last year, the hum sponsored appearances by inner President Carter and former discution Secretary William J.

later Mr. Alchon, a 1936 Iowa Minnus, offered the college \$20,000 unally in perpetuity to pay for acquis speakers. Mr. Alchon also aid he planaed to invite Mr. Duke

the University Lecture mmittee—a group of students that Proves guest speakers—opposed be avitation because of the on a controversial views of Mr. Duke. Monade an unsuccessful bid for the hesidency this year. Mr. Alchon

Mr. Duke anyway. Campus officials told Mr. Alchon by would not accept his money scause he had ignored the student whilee's decision. lo an laterview with The Des Molney Register, Mr. Alchon said he would give the money for the forum

Aunther university. The Register Rolled Mr. Alchon as saying: "I am tened and outraged that a living bearial to my parents and a gift to by alma mater has been so callously aside for no discernible,

# **Business & Philanthropy**

### **Private Giving** to Colleges Rose by 4% in 1990-91

Recession is blamed for decline from 1989-90's 10% increase

By JULIE L. NICKLIN Despite the recession, private giving to the nation's colleges and universities increased 4 per cent in 1990-91, to \$10.2-

The growth rate in 1989-90 was 10 per cent, and donations from alumni, friends. foundations, and corporations totaled \$9.8-billion. Fund raisers said the latest figures reflected the impact of the recession: Donors had been reluctant to give. Yet several officials said the total amount was actually higher than they had anticipated.

"Given the economic circumstances, the 4-per-cent increase probably wasn't bad," said M. Joe Roberson, associate vice-president for development at the University of Michigan. "That 10 per cent isn't going to be an every-year thing any-

The figures, released this month by the Council for Aid to Education, cover the year ending June 30, 1991. The 4-per-cent growth represented the second-smallest increase in private giving to higher education in 10 years.

#### 'It's a Simple Aberration'

Last year's increase did not keep up with the rate of inflation, which averaged nearly 5 per cent for 1990-91. When adjusted for inflation, total donations to colleges actually declined 1 per cent, according to the council.

Although many fund raisors said they were not alarmed by last year's decline, they conceded that attracting private gifts had become even more crucial because income from such sources as tuition and federal and state governments was no longer increasing at the rates enjoyed in the past. And many do worry not only about how economic fluctuations can slow gifts, but also about the growing number of groups that are competing for private dollars.

In 1990-91, 5 of the top 20 college fund



There we saw the impact of the economy. We just didn't see the gifts materialize."

raisers reported declines, compared with 1989-90, when only one did.

Harvard University, higher education's top fund raiser for the past two years, saw its total donations drop 8 per cent, to \$195.6-million-from \$213.5-million in

"It's a simple aberration," said Thomas M. Reardon, Harvard's director of university development. "The gift stream is never on an even slope." Mr. Reardon said much of Harvard's drop could be attributed to an 8-per-cent decline in bequests to the university.

A drop was also reported by Stanford University, the second-most-successful fund raiser, whose total fell 11 per cent to Continued on Following Page

# Editor Disputes University's Claim That Budget Ax Killed His Magazine

Stephen Lyons struck a nerve last year when he wrote an article that criticized

universities for turning alumni magazines into fund-raising vehicles. Mr. Lyons talked at length about the magazine he edited-Idaho: the University.

This month, Mr. Lyons learned that the University of Idaho had decided that the magazine was too expensive and that it would cease publication after the summer issue. The university's current tabloid publication, At Idaho, will be expanded to take the magazine's place. As of this summer, Mr. Lyons will be out of a job.

Coincidence? Mr. Lyons thinks not. "I think I'm being fired for the two articles I wrote," said Mr. Lyons, referring to an opinion piece in The Chronicle of Higher Education (Pebruary 13, 1991), and, more recently, an article in the May issue of Currents, the magazine of the Council for Ad-

vancement and Support of Education. "The practice of freedom of speech at Idaho is effectively dead for non-tenured

Harry Peterson, Idaho's vice-president for university relations and development, said the university's decision had nothing to do with Mr. Lyons's articles. "It has to do with significant budget restrictions and the need to accomplish the same or more with less," he said, noting that other programs and positions at the university were also being eliminated.

### Mailed to 63,000 Alumni

The quarterly magazine costs about \$106,000 a year to publish and mail to 63,000 alumni. Donations to the university's foundation pay for the magazine and will pay for the \$75,000 annual budget of the tabloid as well.

in a letter to alumni last week, Mr. Pe-

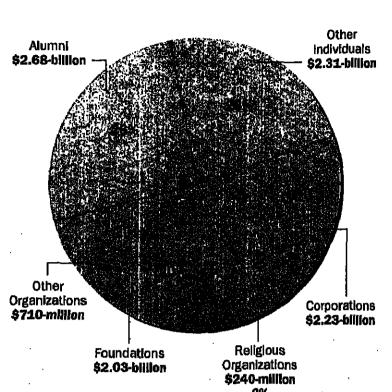
terson said the university estimated that the cost of the magazine in its current format would increase by about \$9,000 a year.

Mr. Lyons's piece for The Chronicle prompted a flurry of letters to Mr. Lyons and this newspaper from outraged fund raisers. He argued that most readers were not fooled by "the P. T. Barnum approach to public relations or fund raising. They enjoy being treated as a thoughtful, discerning public, not pieces of donor meat."

In his Currents article, Mr. Lyons reiterated his criticisms of editors who make fund raising their primary goal and said he regretted not making his original article stronger.

Before the Currents article was published, Mr. Peterson contacted the magazine's editors to express his concerns about a particular passage, according to Mr. Lyons and Karla Taylor, the editor in Continued on Following Page

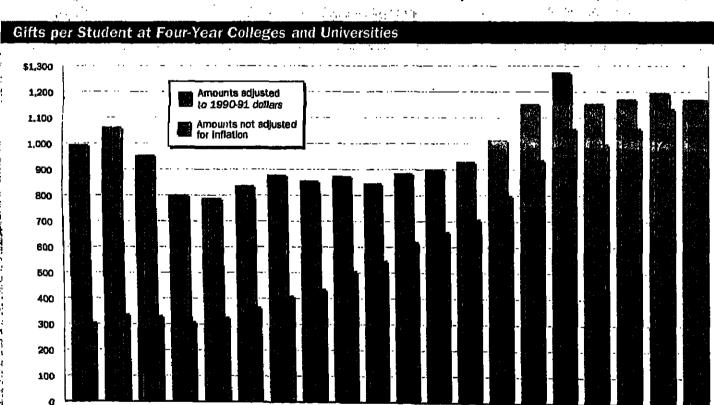
Sources of Gifts to Higher Education in 1990-91



Estimated national total: \$10.2-billion

institution	Amount	Amount per student
Harvard University	\$195,582,616	\$7,937
Stanford University	180,922,249	12,662
Comell University	177,075,032	8,850
University of Pennsylvania	143,384,123	6,546
Yale University	132,416,904	12,213
University of Wisconsin-Madison	128,394,787	2,980
Columbia University	128,241,788	7,030
University of California-Berkeley	117,656,562	3,840
Duke University	113,693,144	10,391
Massachusetts Institute of Technology	110,307,644	11,457
University of Minnesota	109,131,731	1,493
University of Washington	102,831,966	3,066
Johns Hopkins University	100,437,183	7,157
University of Michigan	94,789,039	1,869
University of Southern California	94,303,629	3,324
Indiana University	90,901,034	985
University of Illinois	89,589,324	1,419
Princeton University	88,288,317	13,901
New York University	87,555,158	1,844
University of Chicago	82,185,081	7,405
Ohio State University	74,295,747	1,226
California Institute of Technology	73,155,633	39,310
Northwestern University	70,849,657	5,311
University of Texas-Austin	68,055,605	1,372
Samford University	66,413,849	15,950
takin ta	$\mathcal{M}_{\mathcal{F}}}}}}}}}}$	

Top Fund Raisers in 1990-91



			A CONTRACTOR OF SERVICE		om indicating in the	Charles Lines & La	State of the
		1989-90			1990-91		
	Number of Institutions	Amount	Average per Institution	Number of Institutions	Amount	Average per institution	Change in average
esearch	178	\$5,456,550,000	\$30,655,000	186	\$5,779,403,000	\$31,072,000	+1.4%
Private	70	2,894,438,000	41,349,000	67	2,994,139,000	44,689,000	+8.1
Public	108	2,562,111,000	23,723,000	119	2,785,264,000	23,406,000	-1.3
omprehensive	326	924,462,000	2,836,000	328	1,013,381,000	3,090,000	+9.0
Private	175	642,969,000	3,674,000	178	718,345,000	4,036,000	+9.8
Public	161	281,493,000	1,864,000	150	295,036,000	1,967,000	+5.5
iberal arts	325	1,288,881,000	3,966,000	316	1,287,339,000	4,074,000	+2.7
	318	1,283,167,000	4,035,000	308	1,281,198,000	4,160,000	+3.1
	7	5,714,000	816,000	8	6,141,000	768,000	-6.0
pecializedPrivatePublic	107	417,214,000	3,899,000	89	403,834,000	4,537,000	+16.4
	91	254,233,000	2,794,000	74	268,657,000	3,631,000	+30.0
	16	162,981,000	10,186,000	15	135,177,000	9,012,000	-11.5
wo-year	123	86,917,000	707,000	127	74,818,000	589,000	-16.6
	26	25,799,000	992,000	21	13,765,000	655,000	-33.9
	97	61,118,000	630,000	106	61,054,000	576,000	-8.6

Vs. Reichenbach said.

### Private Giving 2, the said, the fund-rais-Tathum has been strong. to Colleges Rose by 4% in 1990 are range were down last

Continued From Preceding Part is thereof without having \$180.9-million. In 1989.90, see that are gifts," Ms. Reiford raised \$202.2-million.

Stanford officials said two bases of the economy. We just tors explained the drop. See this the gifts materialize." large gifts in 1989.90 boowed.

large gifts in 1989-90 boosed in largese at Michigan year's total. A decline in gift of largest v of Michigan

year's total. A decline in gift to the receive at micrigant corporations and foundation: Subaversity of Michigan also 1990-91 hurt that year's total to successful year, increasing Even though some companious by 13 per cent to \$94.8-and foundations didn't give the Fund raisers said they had Stanford because of its proble aggressively seeking gifts in a with the federal government of the receive of a camthe overhead costs of reven for \$750-million—or more—gifts were down largely because the publicly announced this the recession, campus of the received the rece

the recession, campus officers said. Despite those factors, for the many public institutions, ford closed its five-year, \$1.14 unersity has experienced lion campuign in February, a letters and hopes to increase \$1.3-billion in gifts and pledge, a sense through gifts. Campus "When you are looking at that expect no cuts-and no

much economic uncertainty at the expect no cuts—and no much economic uncertainty at the noney from the state many donors are facing, it's noney?

surprising that giving would slide, "ikn you are in an environ-said John B. Ford, Stanford's war there you say, "Hot dog!" to president for development. "him budget growth, you need vate giving is the revenue streamings," said the university's with the most elasticity. But end thereon. "Private giving is that elasticity has some limit." Exam an increasing—all must that elasticity has some limits." 🚉 on an increasing—almost acollege—importance."

### A Good Year for Some

For other colleges, 1990-91 was Mill, the California Institute of good year. Cornell University the the California Institute of good year. Cornell University the the California Institute of good year. Cornell University the the California Institute of good year. Cornell University the the Langest which ranked third in total give the the Langest which ranked third in total give the Mill the Langest which reached \$177.1-million from the finge of the Langest of the Langest which was grown a whopinge T. Reichenbach, Cornell to the Mills \$15-million from the ment, attributed the growth to the state of the Langest was described with the state of groups—not from one or two my \$150 in each of its 4,164 stangists. Because Cornell is in the American University ranked the state of the Langest State of the State

# Editor Disputes

to great as in 1989-90. Alumni Continued From Preceding Page 2008 rose 6 per cent, comchief of Currents. Ms. Taylor sandwin [1] per cent in 1989-90.

Mr. Peterson had objected to a redunit gifts grew 4 per cent, naming of a particular development with 7.5 per cent the prement officer at Idaho.

After Mr. Peterson talked to Mr. apport 6 per cent, less than Lyons, the specific reference of the precent gain in 1989-90. removed. Ms. Taylor said Mr. apport gifts were up 3 per cent, terson's request was not at a send to 11 per cent the year terment to have the article withhere.

tempt to have the article within 

Mahough giving from most

sonable to me," Ms. Taylor said falsers were pleased with agreed to make the change, but agreed growth in private the had "had problems with the contacting the editors behind agree of recovery from a 3.5-back."

Tom Hager, editor of the make the fiscal 1991 because with a bleak fiscal 1991 because with a bleak fiscal 1991 because agries of the University of Order than the fiscal year and the page. who served with the waster and the macris are already zines earlier this year, sald be a fiscal year—and the next—lieved the university's decision lieved the university's decision eliminate the magazine waster and the next—and the next—and

eas, primary and secondary education had caused that rate to drop.

'We have to fight harder for Arcession was felt at Corthe dollars we get," said Tom w. Gifts in the \$5-million to Gelder, Caltech's director of development. "Our fund raisers are spending more time trying to raise dollars.

> A total of 1,059 colleges and universities participated in the survey, which was also sponsored by the Council for Advancement and Support of Education and the National Association of Independent

A two-volume report of the sur vey, "Voluntary Support of Education, 1991," will be available for \$50 each prepaid, or \$35 for survey participants, in late June from CFAE, 51 Madison Avenue, Suite 2200, New York 10010.

ANNENBERG FOUNDATION St. Davids Center 150 Radnor-Chester Road St. Davids, Pa. 19087 communications. For programs in communications: \$24.6-million to U. of Southers California.

EWING HALSELL FOUNDATION San Antonio 78205 Education. For a project to improve ele mentary education in San Antonio public schools: \$1.75-million to Trinity U.

INTEL FOUNDATION P.O. Box 58065 Santa Clara, Cal. 95052-8121 Engineering. For a fellowship in the college of engineering: \$400,000 to U. of Califor-

### PRIVATE SUPPORT

JAMES M. JOHNSTON TRUST 1101 Vermont Avenue, N.W. Washington 20005 Support. For support of programs: \$8,65-million to U, of North Carolina at Chapel Hill.

SIEBERT LUTHERAN FOUNDATION 2600 North Maylair Road Wauwatosa, Wis. 53226 Support. For support of programs: \$1-million, over four years, to Carthage College

TODD WEHR FOUNDATION liwaukee 53202

Facilities - For renovation of the Student Life and Campus Center: \$500,000 to Mil-waukee School of Engineering.

Converse College. For support of programs: \$643,800 from the estates of Alma and T. R. Garrison.

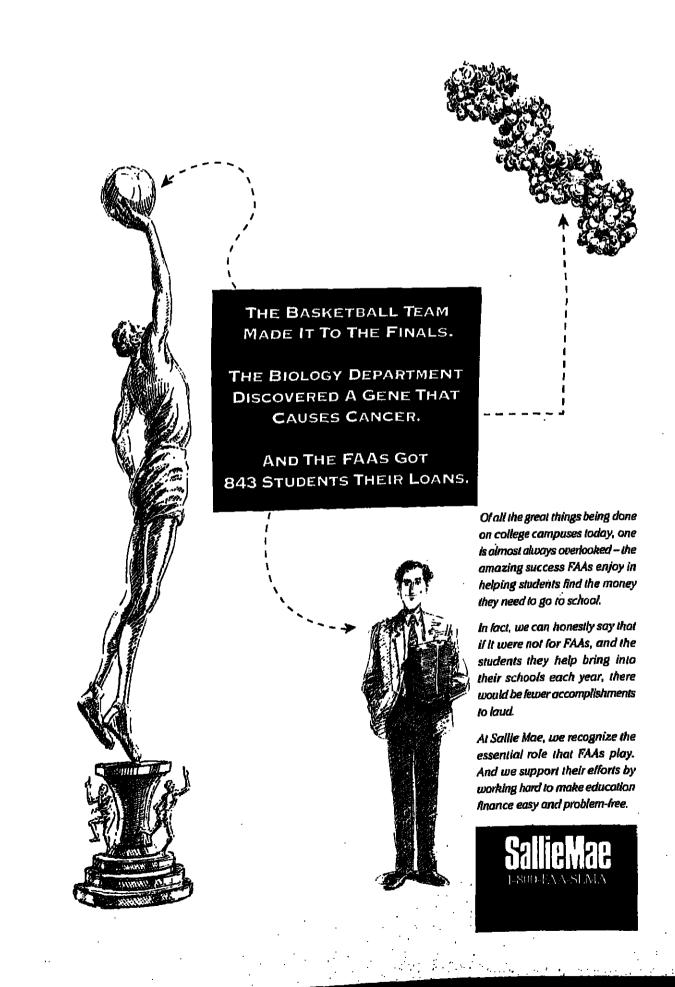
Davidson College. For a professorship in mathematics of the physical sciences: \$1-million from Textron lin-institute for Advanced Study. For support

of programs: \$10-million from the estate of Gladys Krieble Delmas. lowa State University. To endow a carillon-neur professorship: \$250,000 from Des Moines-area alumni.

Peace College. For scholarships: \$856.006 from the estate of Sally V. Blakick Heard. Rhodes College. For support of programs: \$2.5-million from the estate of Rachel Mi-

lani Clough. lani Clough.
University of Fiorida. For acquisitions for the museum of art: \$1-million from Jumes G. and Caroline Julier Richardson.
University of Kansaa, For track scholarships: \$315,000 from Kermit D. and Reverly B. Hollingsworth.
University of North Dakota. For support of programs: \$400,000 from Paul and Marian Hewitt Gistason.
University of Oregon. For the department of art history: \$1.2-million from the extate of

art history: \$1.2-million from the estate of Marion Dean Ross.
University of Richmond. For a professorship in mathematics: \$2.3-million from the estate of Mary Saunders Richardson.



wasting their own time because

they aren't getting an education

wasting the faculty's time and they

that could better be used on stu-

The idea of the football founda-

tion has been particularly well re-

ceived by some observers because

it comes at a time when the Nation-

for athletes at Division I schools

ball scholarships colleges may of-

Division I-A institutions must cut

the number of football scholarships

to 85 from 95 by 1995, more than

1,000 athletes would not have the

Mr. Ralston said that the pur-

pose of the league was to serve ath-

letes who do not have a chance for

But Charles McClendon, execu-

tive director of the American Foot-

ball Coaches Association and a for-

mer couch at Louisiana State Uni-

versity, said he wasn't sure that

was the case. He said that when

"If I'm a borderline student

who's never had a \$100 bill in my

pocket, I may go over to the corpo-

rations, where they'll give me

\$2,000 a month and some kind of

education." Mr. McClendon said.

see the league as a threat to their

talent," said Jim Walden, head

football coach at Iowa State Uni-

versity. "But why should we wor-

ry-a scholarship to college is still

the most attractive offer around.

Athletes who don't choose us may-

be need a different experience any-

el. coaches should have little to

fear, said Walter Rilliet, commis-

sioner of athletics for the Commu-

nity College League of California.

Tuition at community colleges is

to four-year programs.

Even at the two-year college lev-

recruiting efforts.

Other coaches, however, don't

"Some may cringe at first

with colleges for players.

chance to play at those colleges.

'A Copout'

Collegiate Athletic Association

tightening admissions standards

Mr. Paterno noted that since 106

### New Football League Is Proposed for Players Not Bound for College

Continued From Preceding Page like on every other squad, who ceed where others-such as the wouldn't be in college-shouldn't now-defunct Continental Football be in college-but are here just to and Atlantic Coast Football play football," he said. "They are Leagues-have failed.

The Minor League Football System, which disbanded in 1990 after that will serve them. They are two seasons, was also intended to provide an alternative to college are wasting university resources play. It couldn't get a television contract or enough good players to dents who are at college to learn." attract fan support.

### Not a Minor League

R. Lars Anderson, a co-founder of the Corporate Football Foundation, who owned a franchise in the minor-league system, said the new league was not intended to serve as and reducing the number of foota minor league for the NFL, although he said it could become a fer. howease for players to prove themselves to NFL scouts. Because professional football---unlike baseball—has no minor-league system, athletes who want to play professionally are almost required to go to college to attract the attention of

Don Weiss, planning director for the NFL, said NFI, scouts would certainly look for talent in the new league, just as they do wherever a scholarship-not to compete football is being played. However, he said, the NFL's eligibility rules. which say a player cannot be signed until at least three years after his high-school graduation, will probably remain in effect.

> Joe Paterno, head football coach at Pennsylvania State University, Mr. Ralston ran the idea by him said the new league might ease. last year, he replied that the new some of the pressure on colleges to league would be "a copout for kids be the training ground for all play- too lazy to go to college."

"I have kids on my own squad,

### Big Ten Gets Plan on Female Athletes

Continued From Preceding Page to change the university's vote to

The faculty representatives did thought that they might lose some not endorse a second proposal by the Big Ten's equity panel, which would require that within 10 years, league members provide athletic repportunities to women in proportion to their representation in the student body.

In another action, the faculty representatives voted to abandon temporarily the Big Ten policy that requires junior-college transfers to sit out a year of competition upon arriving at the league's universities. League officials said new NCAA rules that will raise the aca- typically very affordable, he adddemic requirements for transfer ed, and athletes are attracted to ence's concern about the prepared- are considered a jumping-off point

### People in Athletics

Joseph Bush, football coach at Hampden-Sydney College, also to athletics direc-Vendell Cars, athletics director at Camp-

ness of transfers.

bell U., has retired.

W. C. Gorden, football coach at Jackson
State U., to athletics director.

o, to athletics director at Wichita State Jonathan LeCrone, assistant commissioner

of the Atlantic Coast Conference, to com-missioner of the Midwestern Collegiate Conference. Daryl Ann Leonard, former director of athlatics at U. of Wisconsin at Milwaukee, to athletics director at U. of Wisconsin at Platteville. Frank Moinemey, athletics director at U. of

Massachusetts at Amherst, hus retired.

Billy Stay, director of physical education at
Livingston U., to athletics director. Thomas Stewart, director of development for the athletics department at U. of Utah, to athletics director at Weber State

Grant Teaff, football coach at Baylor U., also to athletics director. Philip Wingert, men's soccer coach at Wilkes College, also to athletics director.

### ATHLETICS NOTES

■ Ashland U.'s chief and provost resign over sports controversy

■ Cal. students come to the rescue of Intercollegiate athletics

■ Chancellor says U. of Pittsburgh football violated NCAA rules

■ N.Y. judge says Syracuse basketball player cannot sue NCAA

The president and the provost of Ashland University stepped down this month, following months of controversy over an inquiry into possible violations of National Collegiate Athletic Association rules.

President Joseph R. Shultz, who is 65 years old, announced his retirement at a university dinner. He had been under fire since January from faculty members and some trustees over his handling of an NCAA investigation into charges of cash payments and possible academic improprieties involving men's basketball players.

Many of the complaints arose after the Cleveland Plain Dealer reported in January that Mr. Shultz had ignored evidence of wrongdoing in the basketball program that had been provided by the university's former athletics director, Fred Martinelli. The newspaper published excerpts of Mr. Martinelli's confidential memoranda to the president, dating back more than a year, in which he told the president of possible wrongdoing.

At least one trustee had called for Mr. Shultz's resignation, and the board, at the urging of the university's faculty forum, had hired a team of consultants to review the administration's performance. The results of the review have not been released.

The provost, Lucille G. Ford, quit the day after the president announced his retirement. She said a new chief should be able to select his or her own provost.

Ms. Ford had told faculty leaders that Mr. Shultz had ordered her to cease her investigation into charges that a basketball player received an A grade in a first-aid course for which he had not done the work. However, a university spokesman, Steve Hannon, said Ms. Ford's athletic trainer who is an administrator rather than a faculty member, and hence does not fall

under the provost's purview. A group of administrators and professors investigated the charges instead, and the univerbeen closed without a finding of wrongdoing, Mr. Hannon said.

He added that Ashland was the results of its investigation into charges that a basketball the team used ineligible players. nounced last week. --- DOUGLAS LEDERMAN

intercollegiate athletics, voting this month to raise their fees to avoid the budget-driven elimination of sports teams.

Students approved an advisory measure calling for increasing their annual activities fees to \$114 from the current \$34, which would replace most of the \$1.4-million that the university has traditionally contributed to the athletics budget. The athletics program is expecting to raise the rest of the \$1.4-million through increased donations.

Robin Wilson, Chico's president, said that on the basis of the vote, he would impose the new fee to pay for the 12 men's and women's sports teams that faced termination in 1992-93. The money also will save the jobs of most coaches in the programs, who were threatened with layoffs.

The university was prepared to drop the sports programs as part of a planned \$4.5-million budget reduction resulting from expected cuts in state revenues, a spokesman said. Since the vote, the planned reduction has been increased to nearly \$9-million requiring the elimination of an estimated 100 faculty positions, he said.

Students endorsed the fee increase by a margin of 63-to-37 per cent, with 39 per cent of the students voting, a much higher turnout than in most previous student ballots.

The fee increase also will give students free admission to all athletic events and to intramural sports activities, which is believed to have helped the ballot

measure pass. About 7,000 of the university's 15,700 students participate in intramural activities, the spokesman said, which they now must pay for.

Students at California Polyreview had been halted because technic State University at San the teacher of the course is an Luis Obispo last November agreed to increase their fees over four years from the present \$8 a quarter to \$54 a quarter to save teams. About half of the university's 16 intercollegiate programs had been scheduled

The football program at awaiting word from the NCAA on the University of Pittsburgh rial Award, which signifies de violated at least a dozen votion to intercollegiate NCAA rules in the last six athletics. player had received \$10 from a years, the university's chancelbooster for every dunk, and that lor, J. Dennis O'Connor, an-

summary of its report to the Mississippi, and Tulsa have NCAA, in which it detailed the formed the Independent Foot-Students at California violations that its internal investable Alliance, to make it easier State University at Chico tigation had proved to be true for them to schedule games and have come to the rescue of and some others that it could get recognition.

not fully substantiate. The university said that it had interviewed about 100 witnesses, but that three former football coaches had refused to cooperate with its inquiry.

The Pittsburgh investigation. sparked by reports in the Pittsburgh Post-Gazette on possible wrongdoing in the football program, found that former coaches had given football recruits luxury hotel rooms, limousine rides, and extra expense money, and had given players improper gifts, meals, and clothing from 1986 until February 1990.

Although it could not find conclusive proof, Pittsburgh said it was "more probable than not" that a former coach had given players "small amounts of money" for personal use. Virtually all of the violations,

Pittsburgh officials stressed, occurred before the university's new football coach. Paul Hackett, replaced Mike Gottfried. whose contract was bought out after the 1989 season.

The university said it had sent its report to the NCAA and would cooperate with the association's

A state judge in New York ruled last week that a Syracuse University basketball player had no legal standing to sue the NCAA over his suspension last fall.

The player, Conrad McRae, sued the NCAA for \$1.35-million after it declared him ineligible as part of its investigation into possible rule breaking at Syracuse. The judge said that the

NCAA's relationship was with Syracuse, not with Mr. McRae. Mr. McRae's lawyer argued that the NCAA had initiated a direct relationship with the player when it induced him to cooperate with its investigation of possible violations at Syracuse. The lawyer said Mr. McRae would appeal..

Briefly Noted

■ The National Association for elimination to reduce the of Collegiate Directors of Athsity released a statement last budget, a university spokeswo-Georgia Institute of Technology, to receive its highest honor, the James J. Corbett Memo-

■ Sports officials from East Universities and the Universi-The university released a ties of Cincinnati, Southern morestale

The University of Nebraska at Omaha has moved quickly to publish ties with post-Communist Afghanistan. Since 1986 the university has perated a program to provide ducation for refugees from the fating in Afghanistan and to plan redevelopment of schools inside that war-rayaged country. The program furnished logistical, dimistrative, and professional apport to an on-site unit in Relawar, Pakistan, called the Education Center for Afghanistan. shich functioned as an education Emistry in exile for Afghans who resided the Soviet occupation of

University staff members seting out of the Peshawar center blood plan primary and secondary shools that were established in was of Afghanistan under rebel ontrol. The program also condinated teacher training and Jul-literacy efforts. Those efforts whom be extended to other parts

The U.S. Agency for benetical Development has posided financial support for the wict-some \$30-million since W. It recently announced a grant of \$18-million for a three-year continuation of the project, with an opion to extend it beyond 1995.

"The communition of this grant will permit the university to reconstruction of Alchistan and in the education of topeople at this critical juncture in ishistory," says Thomas Goutlene, who is dean of introductional studies and programs at te Nebraska campus and director dis Center for Afghanistan Studies. Sognatullah Modaddedi, u Armer Kabul University professor, between named to put together a ka Afghan government. Mr. adaddedi was a guest of the Center for Afghanistan Studies in and was the first foreign tion to address the Nebraska

l Muslim university in India hu shut down after students discipled examinations and aged other protests against a Molestor who suggested the country should lift its ban on sinan Rushdie's controversial and, "The Satanic Verses." Three faculty members were lacked by rampaging students officials of Jamia Millia kamia University in New Del' મોલી all classes and ordered formitory residents to vacate their

Before the protests turned head, groups of students had head day-long hunger strikes to hes their demand for the Signation of Mushirul Hasan, a Micsor who is considered a leading Audio historian. Mr. Hasan had published an

basice in which he called for basic, in which he called for basic, in which he called for basic, in which, he wrote, he he country "an image of he inderant and undernocratic."

International

Britain's Polytechnics Strive for Nobility as Universities

But one takes name of founder of lottery

By DAVID WALKER

The leader of the English barons who revolted against King Henry III in 1258 and the founder of a weekly lottery are among those for whom Britain's polytechnics are now naming themselves as they take on the label of "university."

The government has approved 14 name changes so far under a recently enacted law giving the polytechnics the right to call themselves universities.

Leicester Polytechnic is now officially to be known as De Montfort University, after Simon de Montfort, the Norman warrior who, as Earl of Leicester, marshaled the barons against Henry III and later became the effective ruler of England.

Liverpool Polytechnic has taken the name Liverpool John Moores University. honoring a local tycoon who has made a fortune promoting a weekly lottery based on the results of English soccer games.

The name changes are part of the government's plan to reduce the distinctions between the universities and other degreegranting, higher-education institutions.

In the 1960's and 1970's Britain established 30 polytechnics to provide higher education at lower cost and with more technical and vocational emphasis than the 48 traditional universities, but with basically similar degree offerings. The polytechnics have since sought to prove that

their teaching standards are as high as those of the universities. Some have taken on extensive research commitments as

Lobbying by Other Institutions Kenneth Clarke, the former Secretary of Education who is now Home Secretary,

saw the renaming process as a way of rewarding the polytechnics for expanding their enrollments and-unlike the universitics-not always complaining about inadequate government funds.

Not all of the name changing has gone smoothly. The Committee of Vice-Chancellors and Principals, which represents the traditional universities, successfully

lobbied Mr. Clarke to prevent polytechnics from taking any title that would "compromise" existing universities. Mr. Clarke sent a letter last fall forbidding Leeds Polvtechnic from calling itself the Leeds City University, which, it was argued, might have caused students to confuse it with Leeds University.

The several polytechnics in London were given a strong warning by the vicechancellor of the University of London that his institution would fight their use of any name that sounded like London University.

The first batch of name changes to be approved were not controversial-and not Continued on Following Page

### Mandela Gets Honorary Post on One Campus and Stirs Debate on Another

By LINDA VERGNANI

CAPE TOWN South Africa's University of the North, until recently the most repressive black higher-education institution in the country, has installed Nelson Mandela, the president of the African National Congress, as its new chancellor, an honorary position.

On another South African campus, however, controversy crupted over plans to award an honorary degree to Mr. Mandela. Protests also greeted plans to award an honorary degree to an American diplomat.

The University of the North was originally established by the government as a segregated, black, "bush" college in a rete area of the Northern Transyaal. The campus was rocked by student protests throughout the 1970's and 80's. The disturbances were met with harsh repression, culminating in the occupation of the campus by armed South African troops for three years in the late 1980's.

### 'Transformation and Democratization'

However, under the leadership of Chabani Manganyi, its new vice-chancellor and chief operating officer, the university is undergoing a democratic reorganization involving academics, students, and staff workers. It now enrolls 11,000 black students, the largest number at any residential university in the country.



Nelson Mandels, who was honored by South Africa's University of the North: "At last we are transforming an instrument of oppression into a vehicle of liberation."

Mr. Manganyi, who was officially inaugurated at the same ceremony last month at which Mr. Mandela was honored, said the "transformation and democratization of university governance" was a critical issue in South African higher education. He called for legislation that would require such changes at the country's universities. Mr. Mandela said the institution's gov-

erning bodies were demonstrating "a marked readiness to initiate changes intended to transform the university in response to the winds of change blowing across the country," Mr. Mandela congratulated Mr. Manganyl, saying that the institution was now "on course to become a true people's university." He added: "At Continued on Following Page

### Britain's Polytechnics Strive for Nobility as Universities

very exciting. The institution that used to be called North Stafford- lutions condemning the rector, Peshire Polytechnic and then became ter Toyne. Mr. Toyne defended the Staffordshire Polytechnic is now Staffordshire University, Wolver- Moores one of Liverpool's "forehampton Polytechnic becomes the most benefactors," and praising University of Wolverhampton.

More interesting is the title for all." adopted by Newcastle Polytechnic. It is calling itself the University of Northumbria-a reference to an ancient Anglo-Saxon kingdom benefactor of the university may be tral England. David Warner, Birlast heard from in the 11th century. threatened, however. The Con-Liverpool Polytechnic's deci- servative government has said it affairs, said the acronym ucn "had

Continued From Preceding Page its new name greatly offended its students, who passed several resodecision by calling Sir John "his commitment to equal opportunities and education and training

#### National Lottery Planned

Sir John's role as a potential sion to honor a businessman with plans to introduce a national lot- a good ring."

tery, which probably would cut sharply into Sir John's profits.

The polytechnics have until June to apply to change their names. Not all of them see an advantage in making a change. Oxford Polytechnic, which was sternly warned by the University of Oxford not to call itself the New University of Oxford or anything along those lines, is sticking with its original name.

Unlike Newcastle Polytechnic. Birmingham Polytechnic rejected the name of the ancient Anglo-Saxon English kingdom, Mercia, in which it is located. The front runner as a new name for the institution is now the University of Cenmingham's director of external

### Mandela Gets Honorary Post at a University

Continued From Preceding Page last we are transforming an instrument of oppression into a vehicle of liberation

Since Mr. Mandela's release from prison two years ago he has been awarded honorary degrees by several of South Africa's black and liberal universities. But last month he asked the racially open University of Natal to postpone conferring an honorary doctorate of laws degree on him for what he said were "reasons of state."

Students on the campus had

sity's chancellor, former Suprem Court Judge Ramon Leon, With on the bench, Judge Leon sea tenced an African National Cogress member to death for a 194 limpet-mine attack in which sever al people were killed.

Apparently bowing to the sti dent protests, Mr. Mandela i versed his initial plans to accept the honor and told the university; vice-chancellor he could not at tend. The university agreed to his request to postpone the awardumi he talks came to an impasse, another time. Mr. Mandela did not having to the union, when a

tal's four commencement ceremo miversity administrators to nies, a group of about 100 graduat ing black medical students disrupt. ed the exercises. The graduation went ahead after the president of the medical-students council was the Employment Conallowed to address the gathering 1 as Act of 1991. and air a variety of student grievances. Since the 1970's medical 1 school graduates have boycotted commencement exercises to protest apartheid.

The university's vice-chancellor, James Leatt, condemned the demonstrators' conduct as "despicable" and said disciplinary action would be taken against students who had broken university rules.

At Rhodes University, more than 50 faculty members and librarians publicly denounced the institution's decision to award an hororary degree to Chester Crocker, former U.S. Assistant Secretary of State for African Affairs.

The protesters published open letter saying Mr. Crockerwas unfit for the award. They said Mr. Crocker was the architect of the Crocker was the architect of the Rengan Administration's policies and an administration's policies and an administration's policies and an administration and an administration and so delayed parliament despite wide-pation of Namibia and so delayed and opposition, including a Namibian independence for a decomposition, including a same response from university administration. It took effect in the same response from the same response

A statement by the South African Students

Congress described the decision to award the degree to Mr. Crocker

as "scandalous."

pecially unhappy with the planted arithmeter not to accept any posi-award to Mr. Crocker, since the arithmeter first contacting the ar-nomination of Govan Mbeki, a second nomination of Govan Mocking and Congress of Marke Long-Term Effect' ficial, for an honorary degree he ficial can Students Congress describe

Derek Henderson, vice-chant lor of Rhodes University, said institution planned to go shead award Mr. Crocker the hon degree this month.

threatened to boycott the cereminal professors and Administrators at an Impasse in Salary Talks was to be conferred by the manufactured by the manufacture of the cereminal professors and Administrators at an Impasse in Salary Talks WELLINGTON, NEW ZEALAND ernment had improperly inter- Wilf Malcom, attacked the faculty

tentiations between a national and New Zealand's universities ulty members on individual conner Dew contract for the counskademics have broken down Under such an arrangement as result of what the union there would be no salary adjust-+30 is government interferment for university staff members for the second consecutive year,

and no mechanism to determine or Carsily Staff of New Zealand, guarantee that they would receive saltying to reach agreement with future salary increases 2 University Vice Chancellor's The government, which maintains that its actions are in accord and the salary faculty-salary with the law, has had no official

reaction to the advertising cam-

Waikato University in Hamilton,

At one of the University of No lance Commission—instructed : day all academic staff members

he faculty negotiations are the

labor officials in New Zealand. using the head of the faculty co, have criticized the law, saygispurpose is to weaken the inless of collective bargaining stocker the way for individual :mesthroughout the country's

Immion says that

white conditions han beleforated and

wales have declined,

the morale of #### to plummet.

keeding to union officials. (matter bave deteriorated and his have declined, causing the mk of New Zealand's academ-

Teleculty union is now alerting almics in other countries to the

has unusual move, the unior a on educacan support for UNITA—the New Journals and newspapers tional Union for the Total Index Journals and newspapers tional Union for the Total Index Journals and newspapers tional Union for the Total Index Journals and newspapers tional Union for the Total Index Journals and the world, including The pendence of Angola—had "perpis lacet university positions in united a destructive civil with the world, including The pendence of Angolan—had "perpis lacet university positions in which brought death and economic lacet university positions in which brought death and economic lacet university positions in lace

Adacellors would sign indicontracts with foreign prothe decision to award in the decision to award in the decision to award in the mail lower salaries and worse have an adverse long-term on the salaries and condi-

vened in the negotiations by order- union for its advertisements, say- New Zealand's universities ining the vice-chancellors to hire faction of higher education in New In that same period, the number of

### Overseas Comparisons

Mr. Vos said that since New Zenland's universities attracted about 60 per cent of their faculty members from other countries, academic salaries had to be compared with those overseas.

On that basis, he said, faculty salaries in New Zealand are now significantly below those of academics in many other countries, However, the vice-chancellor of and conditions of employment are

Mr. Vos said the negotiations

faculty staffing.

per cent.

academics last received a pay

raise, there has been a further 15-

with the vice-chancellors were intended only to reach agreement on a contract covering new salary scales, leaving individual universitions of employment. The government, he said, rejected that apfaculty numbers rose by less than 9

### Since 1990, when the country's

The union and the vice-chancellors are scheduled to meet againsper-cent increase in enrollments- this week to discuss what actions with no corresponding increase in to take next.

Faculty unions in Australia have Mr. Vos warned that the counwarned their own members not to try's university system would go apply for university positions in into decline as a result of the government's action to take away the fered salaries and working condiright of academics to bargain coltions equal to or better than those available to New Zealand academ--GEOFFREY MASILEN

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E ACULTY MEMBERS at Utah State University have been vocal in the last few months in expressing concern about the nature of the search for a successor to Stanford Cazier, who retires as president on July 1.

Seven of the last nine searches for college presidents in Utah have resulted in the appointment of white, male Mormons. (No college in Utah has ever had a female president.)

Citing such concerns, W. Rolfe Kerr, Utah's Commissioner of Higher Education, withdrew as a semifinalist last month, prompting State Sen. John Holmgren to say that he'd hate to see a candidate from out of state succeed Mr. Cazier because "that person would be a stranger to Utah and would probably just come for the money," (The position pays \$125,000 annually.)

Early this month the Utah Board of Regents made their choice: George H. Emert, a biochemist and executive vice-president of Auburn University in Alabama. Mr. Emert will be the land-grant university's first non-Mormon president since Jeremiah Sanborn, its first president, who took office in 1890.

Arthur K. Smith, who took over the presidency of the University of Utah last September, is the first non-Mormon to hold that post.

Joseph J. Hazelwood, commander of the Exxon Valdez when it ran aground and dumped 11 million gallons of crude oil in Alaska's Prince William Sound, has found a new job, at the State University of New York's Maritime College. Mr. Hazelwood, a member of the college's class of 1968, will work on the institution's training vessel, where his duties will include "teaching cadets how to stand watch," according to Rear Admiral Floyd H. Miller, the college's president.

John Devens, a former mayor of Valdez, Alaska, had this to say: "If it's true that we learn from our mistakes, Joe ought to be a heck of a good teacher."

The president of Hampden-Sydney College has quit after less than a year in office. In his letter of resignation, Raiph A. Rossum wrote: "At this time, at this institution, I believe I can contribute most effectively to achieving academic excellence by joining the faculty as a tenured professor in the Political Science Department. Additionally, such a course of action will allow me the opportunity to remain the active publishing scholar and teacher that I am and the devoted husband and father I owe it to my family to be."

Before taking office last July, Mr. Rossum was vicepresident and dean of the faculty at Claremont-McKenna College.

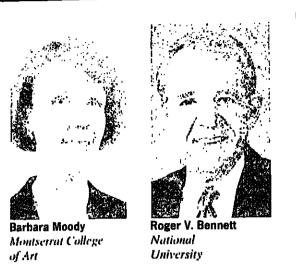
Hanna H. Gray, who will leave the presidency of the University of Chicago in June 1993, is one of the new nominees to the board of regents of the Smithsonian Institution. Robert McCormick Adams, secretary of the Smithsonian, was provost and professor of anthropology at Chicago before coming to Washington in

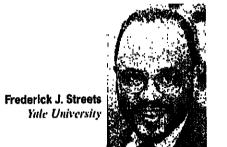
For the record, some recently announced name changes: Roger Williams College will open Rhode Island's first school of law in August 1993. Anticipating that move, the college's Board of Trustees has voted to change the institution's name to Roger Williams University. effective immediately.

Effective August 1, Sumter Area Technical College will become Central Carolina Technical College.

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Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS









Ottawa University Front Range Community College

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■ New college and university chief executives: Arkansas State University, John N. Mangieri; Fairleigh Dickinson University, Francis J. Mertz; Hawkeye Institute of Technology, Phillip O. Barry; La Salle University, Brother Joseph F. Burke; Linfield College, Vivian A. Bull; Northeastern Ohio Universities College of Medicine, Robert S. Blacklow; Ottawa University, Harold D. Germer; Presbyterian School of Christian Education, the Rev. Wayne G. Boulton; University of Montevallo, Robert M. McChesney; Utah State University, George H. Emert; University of Wisconsin at Superior, Betty J. Youngblood; Walsh College, the Rev. Richard J. Mucowski.

■ Other new chief executives: Duke Endowment, Jere W. Witherspoon; International Research & Exchanges Board, Daniel C. Matuszewski.

### Appointments, Resignations

Betty D. Allamong, provost and vice-president for academic affairs at Bloomsburg U., has announced her reent, effective June 3 Lynette Allen-Collina, assistant director

Lynette Allen-Collins, assistant director of personnel services at Trenton State College, to director of human resources at Beaver College.

John T. Baker, director of counseling at Ohlone College, to dean of student services at College of Alameda.

Philip O. Barry, president of Salem Community College (N.J.), to president of Hawkeys Institute of Technology.

Roger V. Bennett, former dean of the college of education and allied profes-

Roger V. Bennett, former dean of the college of education and allied professions at Bowling Green State U., to vice-president for scademic affairs at National U. (Cal.).

William A. Biebuyck, Jr., executive vice-president of Florida Sheriffs Youth Ranches, Foundation (Boys Ranch, Fla.), to assistant to the president for development at Alma College.

Robert S. Blacklow, senior associate dean and professor of medicine at Jefferson Medical College of Thomas Jefferson U., to president and dean of Northeastern Ohio Universities College of Medicine Gordon Bond, acting associate dean of the college of liberal arts at Auburn U... The Rev. Wayne G. Boulton, professor and chair of religion at Hope College. to president of Presbyterian School of Chicagon Days

stian Education, effective July Patrick Boyle, chancellor of U. of Wis-consin-Extension, has announced his retirement, effective December 31. Larry Branen, dean of agriculture at U of Idaho, has announced his resigna-tion, effective in July 1993.

John W. Brantigan, physician at Cleve-land Spine and Arthritis Center at Lu-

theran Medical Center (Cleveland), to associate professor of orthopedic sur-gery and chief of apinal reconstructive aurgery at Creighton U.

Aregory N. Brown, vice-president for research and public service at U. of
Maine, to head of the College of Forestry and Wildlife Resources at Virginia Polytechnic Institute and State U.

Vivian A. Buti, professor of economics Drew U., to president of Linfield Co lege, effective in August.

Brother Joseph F. Burke, provost al.
Salle U., to president, effective July.
Japane E. Burket, provident vicential. Joanne E. Burley, assistant vict-product for scademic affairs at Chalum College, to executive officer of the McKeesport campus of Pennsylvania

McKeesport campus of McKeesport campus of State U.

J. Richard Chase, president of Wheaton College (Ill.), has announced bla retirement, effective July 31, 1993, of the McKeesport of College of the Albemarle, to executive vice-president of North Carollan Device-president of North Carollan Device-president of Community Colleges.

Allen R. Cohen, interim vice-president for academic affairs at Babson College, to vice-president for academic affairs and dean of the faculty.

Ronald Connelly, former vice-president for education at Oreenville Technical College, to vice-president for academic of a student affairs at Caston College, to vice-president for academic at Student affairs at Caston College.

Jones E. Cook, controller at Could Michigan U.. to associate vice mest dent for business and finance.

Continued on Pate Associate Continued C

18 Twenty-Seventh Annual Conference of the National Collegiate Honors Council

October 28-November 1, 1992

INDIAN NCHC meeting includes programs and sessions aimed at 1) M 3 note in the street at t | Solution a budget, student recruiting, program administration, etc., with The Market, theoretic sections. A special emphasis at the 1992 conwis Honors as Discovery.

31数NCHC conference also features presentations of outstanding शहरामा student research projects, descriptions of exemplary volprograms, a series of sessions using the host city as a model for சார்க்கு and the subject matter the indigenous क्राम्बर of a given locale's traditional and popular culture, and an

KNANG IN HONORS, a preconference workshop will be held on nday, October 29. A program of useful discussions and presenta-LEGINING IN HONORS is aimed specifically at new Honors Highelors and at those representing colleges and universities conging founding Honors Programs, or having recently done so. The tiss of these sessions, led by experienced Honors administrators gradical issues—the organizational structural areas which reprethe foundation of any successful honors program. For additional Anglion about BEGINNING IN HONORS contact Dr. Anne Ponder, mic Dean, Kenyon College, Gambier, Ohio 43022.

HATIONAL COLLEGIATE HONORS COUNCIL is a professional asso-::-sol laculty, administrators and students representing over 500 grand universities with Honors Programs. This organization fosnthe development of curriculum, pedagogy, and programs for stutesking exceptional academic challenge. NCHC publishes a jourforum for Honors and a newsletter, The National Honors Report.

whiter information and membership or conference registration rada, write Dr. William P. Mech, NCHC Executive Secretary/ 'sauer, Bolse State University, 1910 University Drive, Boise, ID MS1125 Phone: 208-385-1208 BITNET: AHPMECHariDBSU h:208-305-1247.

### INTERNATIONAL PEACE AND SECURITY

Research Workshop Competition

The Social Science Research Council Committee on International Peace and Security announces a competition for grants to support small, topical workshops. These grants no \$5,000 are available for workshops on topics that test and assumptions about peace and security. Workshops mit small groups of junior faculty members and other junior ars to meet for two or three days of intensive discussions of a polic topic. Workshops must involve papers. Workshops are pened to lead to further collaboration, and preferably the publi-

oun of research findings.

Workshops must be initiated by individual recipients of SSRCkArthur Foundation Fellowships in International Peace and land (past and present), MacArthur Foundation Grants for leach and Writing, MacArthur Collaborative Studies Grants, Thursday, MacArthur Collaborative Studies Grants, MacArthur Collaborativ my other direct or indirect grant from the MacArthur Program memational Peace and Cooperation. For more information to: The Program on International Peace and Security, MC, 605 Third Ave., New York, NY 10158 USA. (212) 661-M. FAX: (212) 370-7896. Deadline: September 15, 1992.

### FACULTY SEMINARS ABROAD

The CCIS is pleased to announce the following overseas <sup>salonal</sup> development seminars during calendar 1992 - 1993.

MCCO: Mccdco City and Querétaro—September 26 - October 4, 1992; Proximately \$1,400 plus airfare.

CRIMANY: Berlin and Potsdam—October 3 - 10, 1992; Mandately \$1,695 including airfare. Application deadline is June 3rd

ध्यिति: Seville, Spain and Liebon, Portugal—March 4 - 13, 1993; codmately \$1,250 plus airfare.

> College Consortium for International Studies (CCIS) Phone:(215) 493-4224 Yardley, PA 19067

# MANAGEMENT SEMINARS

**June 1992** 

NCHEMS

CONFERENCES, WORKSHOPS

Saratoga Springs, New York

15

NCHEMS

18

Monday Tuesday Wednesday Thursday Linking Planning with Budgeting Robert Lisensky, President, NCHEMS Strategic Planning in the Higher Education Setting MIS for Strategic Planning and Decisionmaking Management Services, Inc. Robert Shirley, President, Dennis Jones, President, Dennis Jones, President, NCHEMS University of Southern Colorado NCHEMS \$200 Developing a Student-Tracking Database to Know': Issues and Successful Relention Cheryl Lovell, Staff Peter Ewell, Senior Associate, Peter Ewell, Senior Associate, Associate for Research

These seminars, and others, can also be done on your campus.

For more information, call or write:

Arlene Barr NCHEMS Management Services, Inc. P.O. Drawer P

Boulder, CO 80301-9752 (303) 497-0345 or 497-0365 FAX: (303) 497-0338



The Ramada Renaissance Hotel in Saratoga Springs, New York, will host our seminars. Please call Debble Gifford at James Travel Points to make your reservations. (800) 284-0292

### **LABS FOR LIBERAL LEARNING III**

The Third National Conference on the Role of Laboratory Exercises in General Education Science Courses

\$200 NCHEMS \$200

### THE FUTURE IS NOW!

San Diego, CA • Thursday, Friday & Saturday, June 11-13, 1992

Sponsored by: Hunter College of The City University of New York and California State University San Marcos with the assistance of a grant from the Fund for the Improvement of Post-Secondary Education.

Featuring: Posters, Demonstrations, Group Discussions, Contributed Papers and Presentations by:

David Goodstein: Keynote Address: Labs and Literacy

Ezra Shahu: Developing Concepts with Reconstructed Historical Experiments

Priscilla Laws & Ron Thornton: Advantages of State-Of-The-Art Instrumentation in Introductory Courses Roger Persell: Rethinking the introductory Biology Laboratories: Traditional vs. Molecular Fred Goldberg & Sharon Bendall: Current Research in Science Education: Using Technology to Facilitate

Registration is limited. The fee of \$95.00 includes refreshments, two lunches, one dinner and transportation from

downtown San Diego to the conference site at California State University San Marques.

Participation is open to a limited number of posters, demonstrations and papers. Write or sail for details. Accommodations will be reserved at the U.S. Grant Hotel. You will have to make your own arrangements with the hotel, and indicate that you will be attending this conference.

For additional information, contact:

Dr. Ezra Shahn ● Dept. of Biological Sciences ● Hunter College ● 695 Park Ave., NY, NY 10021 Phone: (212) 772-5349 • FAX: (212) 772-5227 or College of Arts and Sciences ● 820 West Los Vallecitos Bivd. ● San Marcos, CA 92068-1477 Phone: (619) 752-4200 • FAX: (619) 752-4030

### 14th CONFREENCE ON THE CARIBBEAN OCHO RIOS: JAMAICA

Mallards Beach Resort July 29-31, 1992

The Cambbein in the 11 of Century.

Tel: 806-257-6966. Pax: 606-258:1072 (University of Kennicky) Travel Information Tell 800 327 0974
4409 for 6 objects (inc. highel)
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(Sharifa for \$5010)

sociation of Caribbean Studies For registration information contact P.O. Box 22202 Suite 203B, 301 Oxford Valley Road Lexington, KY 40522

### PARTICIPATORY STRATEGIC PLANNING AND MANAGEMENT FOR THE EFFECTIVE COLLEGE AND UNIVERSITY ADMINISTRATOR

A workshop presented by University of South Carolina and Quigley & Associates

Now in its fifth year, the workshop addresses:

 Dynamics of participatory planning • Key elements of strategic planning
 Achieving faculty consensus and commitment • Revitalizing an existing planning process . Strategic management of the plan

of this proven workshop is limited to only 16 participants to maximize individual attention, and features an optional one-on-oninstitutional planning assessment session.

University of South Carolina, July 19-21, Columbia, SC Henry Ford Community College, July 31-Aug 2, Dearborn, MI Monterey Institute for International Studies, Aug 5-7, Monterey, CA

\$195 discount for pre-registration (by June 1); \$95 discount for early registration (2-weeks prior to session of choice); multi-party discounts valiable. (Normal fee: \$1095 excluding lodging)

To receive your brochure/application, contact Dr. F.A. Hilenski, Dean's Office, College of Humanities and Social Sciences, University of South Carolina, Columbia, SC 29208, (803) 777-7042

#### Gazette

Continued From Page A34

Emest Cronen, dean of academic affairs at Montgomery County Community nderrue affairs at Union County Col

Anthony M. Cummings, former dean of admission at Princeton U., to dean of the college of arts and sciences at Tu-

IIII B. Deratine, former dean of social science and allied health at Lehigh County Community College, to chair of nursing at Neumann College.

Donald G. Dickason, vice-president for

higher education at Peterson's Guides Inc. (Princeton, N.J.), to vice-provos for enrollment management at Drexe

F. Gerald Dillashaw, associate dean of the college of education and health sci ences and director of the college center for research and service at Bradley U., to denn of the division of educa tion, health, physical education, and

Lowis M. Duncan, associate dean of the college of sciences and professor of physics at Clemson U., to dean of the stlege of engineering and applied sci-

ences at U. of Tulsa. Stophen Durrant, head of East Asian lan guages and literatures at U. of Oregon. to associate dean for humanities in the ollege of arts and sciences.

Regis J. Ebner, consultant in Pittsburgh to special assistant to the president for institutional advancement and admis sions at Chathum College.

Christine Edgecombe, grant coordinator at Borgess Medical Center (Kalamazoo, Mich.), to associate director of development at U. of Michigan at

George H. Emert, executive vice-president of Aubura U., to president of Utah State U., effective July 1. Roy Flores, dean of financial and dministrative services at Northern

Virginia Community College, to executive vice-chancellor of Virginia Community College System.

Bruce A. Forster, professor of economic

at U. of Wyoming, to dean of the college of business. Gideon Frieder, dean of the school computer and information science Syracuse U., to professor and dean of

the school of engineering and applied science at George Washington U. Kurt G. Gelsinger, professor of psychology at Fordham U., to dean of arts and sciences at State U. of New York College at Oswego.

Harold D. Germer, executive vice-president at Ottawa U., to president, effec-

erly M. Goff-Crews, lawyer in New York, to director of the Afro-American Cultural Center and assistant dear

James J. Gozzo, dean of pharmacy and allied health professions at Northeastern U., to dean of the college of phar macy and health sciences.

of life, health and physical sciences at Laramic County Community College, to vice-president for instruction Front Range Community College. Asel W. Harder, dean of instruction Garden City Community College, has

Rob Hennigar, consultant in Glandale. Cal., to chair of computer graphics a Art Center College of Design.

Bybli Huskey, chair of theater and dance at Winthrop College, to chair of dance and theater at U. of North Carolina at

George H. Ingram. Jr., director of the ciate vice-president for university rela-

tive extension at Virginia Polytechnic his retirement, effective September Andrew Kerek, dean of the college of arts and sciences at Bowling Green State U., to provest at American U. in Cal-

James F. Kimpel, dean of the college o geoscience and professor of meteorology at U. of Oktahonin, to provest.

Robert G. Kinney, donn of student services at U. of Michigan at Flint, to dean of student services at l'exas State

Technical College at Waco.

Fred Koetter, architect in Boston and professor of architecture at Harvard U., to dean of the school of architec-

ture at Yale U. Suzanne Am Liberty, director of graduat programs in the school of management at Clarkson U., to associate dean of the graduate school and director of

Richard Mandelbaum, professor of mathematics and electrical engineering and vice-provost for computing at U. of Rochester, to director of the Center for Advanced Lechnology in Telecom-

munications at Polytechnic U. John N. Manglerl, provost and vice-chancellor at U. of New Orleans, to president of Arkansas State U.

E. Jane Mertin, dean of the college of nursing at U. of Akron, to dean of the college of nursing at West Virginia U. Anthony K. McCague, former director of corporate and foundation support at Villanova U., to executive director of institutional advancement at Philadelphia College of Pharmacy and Science. Robert M. McChesney, provost and vicepresident for academic affairs at U. of

Montevallo, to president.

David McDaniels, chair of physics at U. of Circeon, to associate deap for naturul sciences in the college of arts and

Slater Kathleen McKee, assistant professor of nutrition at Immaculata College, to vice-president for academic affairs. Francis J. Mertz, interim president of Fairleigh Dickinson U., to president. The Rev. Stanley J. Meyer, interim dean of community life at Texas Lutheran

College, to dean. Berbara Moody, dean of the college at Montserrat College of Art, to vice-

Wegan E. Morey, assistant director of the annual fund at Denison U., to director of the annual fund at Barton College. The Rev. Richard J. Mucowski, executive vice-president of St. Bonaventure U. to president of Walsh College. Angelo Ortenzi. vice-president for stu-

dent development at East Stroudsburg U., has retired.
George R. Packard, dean of the school Johns Hopkins U., has appounced his retirement, effective June 20, 1993. He will remain on the faculty as professor

of East Asian studies and director of the center for East Asian studies. John Presiey, associate provost at Lufayette College, to dean of the college of arts, sciences, and letters and pro-fessor of composition and communications at U. of Michigan at Dearborn Erio Reno, Interim vice-president for ac-ademic affairs at Broward Community College, to vice-president of the Lari-

mer County Center of Front Range Community College. G. Gary Rippie, headmoster of University Liggett School (Grosse Pointe Woods, Mich.), to director of admissions at

Lafayette College. Raiph Rossum, president of Hampden-Sydney College, has announced his resignation, effective June 30. He will remain on the faculty as professor of political science.

Stone, chair of economics at U. of Oregon, to associate dean for social sciences in the college of arts and sci-

Raiph Z. Sorenson, former president of Babson College, to dean of the college of business and administration at U. of **homas H. Stein,** dean of admissions at

Bethany College (W.Va.), to director of admissions at Wilmington College.

The Rev. Frederick J. Streets, paster of Mount Aery Baptist Church (Bridge-port, Conn.), to chapiain of Yale U. oceph P. Whalen, professor and chair of radiology at Cornell U., to dean of the college of medicine and vice-president for biomedical and medical education at State U. of New York Health Sci-

ence Center at Symcuso. Betty J. Youngblood, acting chancellor of U. of Wisconsin at Superior, to chan-

### IN THE ASSOCIATIONS

Rose M. Duhon-Sells, dean of the college of education at Southern U., has as-Association for Multicultural Educa-

MISORILANY

Daniel C. Matuszewski, executive director of International Foundation (Mos-cow), to executive director of Interna-tional Research and Exchanges Board. Jore W. Witherspoon, deputy executive director of Duke Endowment, to executive director.

### **Deaths**

Charles Famham, coordinator of the Con-ter for Small Business at the Platte campus of Central Community College (Neb.), April 9 in New Mexico.

Sanford M. Fartor, 61, assistant clinical professor of pathology at State U. of New York Health Science Center at Brooklyn, May 2 in New York.

Kyu Talk Lee, 71, professor of pathology at George Washington U., April 30 in Wash-

Alvin D. Loving, 84, former professor of ed ucation at U. of Michigan at Flint, May The Rev. Titus Ludes, 69, former president of Quincy College (Ill.), April 29 in Sher-

man, III. James A. S. McPeck, 92, professor emeritus of English at U. of Connecticut, May I in Storrs, Conn. Carol Cunningham Parr, 50, vice-president

Thomas M. Poory, 82, professor emeritus of pathology at George Washington U. May 7 in Alexandria, Va. Lee Salk, 65, professor of psychology at Cornell U. and adjunct professor of psychology at Brown U., May 2 in Nev

John Simms, 73, former professor of music at U. of Iowa, April 28 in Iowa City.

Kenneth L. Smith, 67, former professor of applied theology at Colgate Rochester Di vinity School/Bexley Hall/Crozer Theo logical Seminary, April 25 in Rochester N.Y.

Richard J. Thain, 73, dean for external af fairs and senior lecturer in the graduate school of business at U. of Chicago, May 6 in Chicago. Carl W. Walter, 86, former professor of surgery at Harvard U., Muy 5 in Boston. Daniel E. Woods, 87, former professor of

classics and archaeology at Manhattar ville College, May 6 in Nashville.

### **Coming Events**

symbol (\*) marks items that have not appeared in previous issues of The Chronicle.

27-29: Faculty development. "Creating Climates for Learning," workshops, Council of Independent Colleges, Cleveland and Philadelphia. Contact: Mary Ann Rehnke, crc, Suite 320, One Dupont Circle, Washington 20036;

27-29: Fund raising. "Effective Personal Communication in Major Donor Solicitation," workshop, Council for Advancement and Support of Education, Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036;

(202) 328-5900. 27-29: Minorities. "Redefining Education: the Challenge of Black Leadership," conference, Illinois Committee on Black Concerns in Higher Education, Northeastern Illinois University, Chicago. Contact: Melvin C. Terrell. (312) 794-2867, fax (312) 794-6136. 27-29: Women's studies. Conference, Association of Women's Music and Culture, Indiana University, Bloom

Ington, Ind. Contact: (812) 853-4661 or Susan Frazier, Goldenrod and Hori-zons, 1712 East Michigan Street, Lansing, Mich. 48912; (517) 484-1712. 27-80: Information. "Telecommunics tions, Networking, and the Networked Information Resource Revolution," mid-year meeting, American Society

for Information Science, Albuquer que, N.M. Contact: (301) 495-0900. 7-31: Computers. Conference on "Mathematica," Wolfram Research Inc., Boston, Contact: Donna Brown, (217) 398-0700, fax (217) 398-0747.

28: Philosophy. Canadian-section meeting, International Society for Philoso phy of Law and Social Philosophy, Charlottetown, Prince Edward Island. Contact: Wesley Crags, Philosophy Department, Laurentian University bury, Ontario P3E 2C6.

a Gold Medal Student-Recruitmen Program," workshop, Council for Advancement and Support of Education, Pennsylvania Stato University, Uni versity Park, Pa. Contact: (202) 328-

18-29: Non-traditional education. "New

28-29: Non-traditional education. "New Pathways to a Degree: Using Technologies to Open the College." workshop, Anneaberg/cpa Project, Saratoga Springs, N.Y. Contact: Caroj Twigg, (518) 587-2100.

28-29: Student recruitment. "Using Financial Aid to Meet Your Enrollment Gosla," workshop, Council for Advancement and Support of Education and American Association of Collegiate Registrars and Admissions Officers, Washington. Contact: (202) 328-5900,

28-30: American studies. "Suburban Development and Quality of Life in the U.S.A.," interdisciplinary national conference; International Institute for

Contact: ACCT, (202) 775-4667.

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31									

28-30: Deaf students. "Educational Applications of Technology for Deaf Students," national symposium, Nationa Technical Institute for the Deaf and Rochester School for the Deaf, Roch ester, N.Y. Contact: James Carro (716) 475-6821, fax (716) 475-6500. **28-31: American studies.** Annual natio al cowboy symposium, Texas Tech University, Lubbock, Tex. Contact:

(806) 742-2498. 29: Fund raising, "Planned Giving: Op nortunities for the 21st Century," con ference, Chicago Planned Giving Roundtable and National Society of Fund Raising Executives, Westin Ho Chicago, Contact: (708) 655-0134 Study of a Gold Medal Institutions Relations Program," workshop, Cour

cil for Advancement and Support of

Education, Pennsylvania State Un versity, University Park, Ph. Contact CASE, (202) 328-5900. 29-30: Black studies, "The Diversity o the African-American Religious Experience: a Continuing Dialogue," sym posium, Schomburg Center for Re search in Black Culture, New York Public Library, New York. Contact:

(212) 491-2040. 29-31: Computers. "Computers Across the Curriculum: Technology in the Freshman Year," conference, City University of New York and other sponsors, Marriott Financial Center Hotel, New York. Contact: Max Kirsch, (212) 541-0324.

29-31: Computers and mathematics "Computing in the Culculus," confer ence, Rensselaer Polytechnic Inst tute, Troy, N.Y. Contact: Joe Ecker Mathematical Sciences, Rensselac 12180: DITNET: ECKERJ@RPLEDU.

29-31: Social issues. "What Difference Does Difference Make? The Politics of Race, Class, and Gender," confer ence, Duke University-University of North Carolina Center for Research on Women, Carolina, Chapel Hill, N.C. Contact: Jacquelyn Dowd Hall, (919) 962-8076 or Rachel Davies, (919) 962-1124, fax (919) 962-2061.

29-June 12: Philosophy. 'Reinventin Socialism: the View From Cuba,' meeting, Conference of North Ameri can and Cuban Philosophers, Havana Contact: Cliff DuRand, 1443 Gorsuch Avenue, Baltimore 21218.

30 Memorial Day

30-31: Phenomenology, "Chronos and Kairos: The Propitious Moment in Creativity, the Passions, and Intentionality," conference. World Phenomenological Institute, Messena, Greece. Contact: A-T. Tymieniecka,

O-June 1: Multicultural lesues. "Prolenges of an Inclusive Society," national conference, International Coun-seling Center, Washington. Contact: ICC, (202) 483-0700, fax (202) 483-5233. 30-June 5: Faculty. "Faculty Develop-ment: Tradition and Transformation an Institute for New Faculty Develop ers," University of Delaware and Appalachian State University, Boone, N.C. Contact: (704) 262-3045.

N.C. Contact: (704) 262-3045.
31-June 2: Engineering. Annual conference, Women in Engineering Program Advocates Network, Capital Hilton Hotel, Washington, Contact: Susan Staffin Metz, (201) 216-5245.
31-June 2: Fund raising. "Major-Gifts Roundtable," Institute for Charitable Giving, Washington Marriott Hotel, Washing

Washington. Contact: (312) 222-9757, fax (312) 222-9411. 31-June 5: Drug abuse. "Advanced School of Alcohol and Drug Studies," Rutgers University, New Brunswick, N.J. Contact: (908) 932-4317.

Suburban and Regional Studies, Baltimore. Contact: Karol H. Borowski, (410) 426-6062.

28-30: Community colleges. Regional seminar, Association of Community College Trustees, Williamsburg, Va.

31-June 14: Bloethies. "Extended to rope an Hiotelies Course." Geost 100 69-5178. "Strategic Fund tact: Diane Michatka, (202) 687-6770. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course." The Involve Your Board, Garding Touristics of Course." The Involve Your Board, Garding Touristics of Course. "The Involve Your Board, Garding Touristics of Course." The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "Strategic Fund fax (202) 687-6770. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involve Your Board, Garding Touristics of Course, "Geost 100 69-5178. "The Involv

31—June 26: Humanities. "The (mass cirt. and Staff in Fund Developed Character: Warrior, Citizes. and Staff in Fund Developed Character: Warrior, Citizes. and Staff in Fund Developed Character: Warrior, Citizes. and Staff in Fund October Associated Colory Square Homity College Humanities Associated Staff Contact: DBA, Suite 248. Georgetown University, Warbitty Bissood Avenue, Rochester, Contact: Lyle E. Linville, (215: 16): (800) 836-0732.

8860, fax (215) 751-8935.

13 and other sponsors, Saratogue, N.Y. Contact: John M. Stein, 1-2: Computers. "Making Your Island Stidmer Four Winds Pro-Connection Count." seminar, N-12.5 Stidmer College, Saratoga Network Inc., Las Vegas, Conserts, N.Y. 12866; (518) 584-5000, (800) 66-MERIT or (313) 936-1000 [18].

(800) 66-MERIT OF (313) 936-1000 [1.5].

1-4: Engineering. National symposis he headen hurston. National conon concurrent engineering. Society heads from National conconcurrent engineering. Society heads from National Computer-Aided Engineering. On the Total Hubbaplace Hotel, Bulti-Shoreham Hotel, Washington. Color Construction: Ruthe T. Sheffey, Inct: SCAE, 5411 East State Street; 139-435.

Rockford, Ill. 61108.

1-5: Computers. International code tradios and Construction Semi-ence on fifth-generation computers by Accision of College Unionstems, Association for Computing by Carbot inhoca College, Ithaca, chinery and other sponsors, Told of Collect: Marsha Herman-Bel-Contact: Hidehiko Tanaka, University and Unional Semi-ence of Tokyo, Department of Elettroff, 2410, 400 East Seventh Street, of Tokyo, Department of Elettroff, 2410, International Conference of Tokyo, Tokyo 113; (81) 3-301 by Unions, International Conference of the College of College, International Conference of the College of College of the College of College of the College of College of

Bunkyo-ku, Tokyo 113; (81) 3-391 to Destree, International Confer2111, ext. 6663.

1-5: Computers. "Mathemalica and the Short Story in English,
Across the Curriculum: Physics, in low, and University of Iowa,
workshop, Vanderbill University of City. Contact: Barbara LounsNashville. Contact: (615) 322-2951.

1-19: Computers. "Programming law 1-3 Northern Iowa, Cedar Falls,
guage Paradigms," short course, 1-4 Northern Iowa, Cedar Falls,
guage Paradigms," short course, 1-4 Wold; (319) 268-0502.

Wheaton College, Norton, Mass. Cope Basessent. "Applying Total
tact: Fred Kollett, Wheaton College, 1-47 Management in Education,"
Norton, Mass. 02766; BINET: Kol. Precess, National Council of States
LETTER WHEATNMA.

1-July 8: Music. "Rethinking America LA Alexandria, Va. Contact: NCS,
Music," summer institute, College, Cheefer, Syncuse, N.Y. 13244-2340;
rut Hill, Mass. Contact: (406) 73: 1444-67, 8x (315) 443-5732.

2616.

Fund Raising," Indiana University, Indianapolis, Contact: Center on Philanthropy, (317) 274-7063, fax (317) 684-8900

2-5: Learning. "Defining the Role of the Language Lab," conference, inter-tional Association for Learning La oratories, University of Kansas, Lirence, Kan. Contact: John Huy. (9 864-4759, BITNET: HUY@UKANYA 864-4759, BITNET: HUNGULAND.
2-5: Phenomenology and literatus."
1-6: Phenomenology and literatus."
1-6: Creativity in Culture." conferent
1-7: Continuity in Culture." conferent
1-7: Continuity in Culture." International Society for Phenomenogy and Literature, Luxembow Contact: A.-T. Tymieniecka, Wo Phenomenology Institute, 348 Psps Road, Belmont, Mass. 02178. 2-5: Student personnel. "Student E ployment: Making It to the Winer Circle," annual conference, blidwe

Association of Student Employme Administrators, Louisville, Ky. Co. tact: Viki Ford, (606) 237-3843. 2-7: Conservation. Annual met American Institute for Conservation Historic and Artistic Works, Buffa N.Y. Contact; (202) 232-6636.

(202) 232-6630.

3-4: Fund raising. "The Fund Raisin School: Fund Raising With Limits Budgets." Indiana University. With Plains, N.Y. Contact: Center of Plains of Pla lanthropy, Indiana University, 301, 550 West North Street, India olis 46202-3162; (317) 274-7063, (317) 684-8900.

8-5: Faculty development. "Creating males for Learning. workshi Council of Independent College Omaha. Contact: Mary Ann Release CIC, Suite 320, One Dupont Cirk Washington 20036; (202) 466-739.

3-5: General education, "Learning in Teaching for the 21st Century: Made ing the Skills of the Puture," conference of the Skills of College General Education. ence. Community College General ucation Association and Suffelk Ca munity College, Hauppsuge, N. Contact: Ina Casali or Debra Kk Suffolk Community College, Speed Riverhead, N. I.

Riverhead Road, Riverhead:
11901; (516) 548-2579.
3-5: International Isaues. "The Charles of Buildins a Worldow Worldow Buildins a Worldow Isaues Workforce: Europe vs. America." Workforce: Europe vs. America." College Institute for Technical and Corrigo Institute for Technical Inst

3-8: Engineering and minorities."

'92: Breakthroughs, Benchm
Best Practices." National At
Council for Minorities in Engineer

ity Policy, University of Mussachu setts, Boston. Contact: David Pfeiffer, Department of Public Management. Suffolk University. Boston 02108.

2770; (617) 573-8316. 5-8: Multiculturalism. "American Plaralism: Toward a History of the Discussion," conference, State University of New York, Stony Brook, N.Y. Contact: Alfreda S. James, Office of Special Programs, State University of New York, Stony Brook, N.Y. 11794-3375, (516) 632-7090, fax (516) 632-

8-8: Toaching, "Improving Math and Science Teaching," workshop, Pratt Community College, Pratt, Kan. Connet: Dave Lemire, Condinator for Residential Life, Pratt Community College, Pratt, Kan. 67124; (316) 672-5-6: Women's studies. "Women and So-

ciety," conference, Marist College, Poughkeepsie, N.Y. Contact: J. A. Myers, Fontaine 315, Marist College, Poughkeepsie, N.Y. 12601-1387; (914) 575-3000, ext. 2234 or Sue I awrence, (914) 575-3000, ext. 2657. 5-7: Teacher education. '1: stending Liberal Arts Strengths to Address the

Changing Role of the Teacher," forum, Association of Independent Liberal Arts Colleges of Teacher Education, Louisville, Ky. Contact: Michael Vavrus, Tri-College Consortium, 2000 University Avenue, Dubuque, Iowa 52001; (319) 589-3197.

5-9: Multicultural Issues. "Racial and Ethnic Relations in American Higher Education," national conference. Southwest Center for Human Relations Studies, San Francisco, Contact: Maggie Abadu, Executive Director, Southwest Center for Human Relations Studies, Continuing Education and Public Service. University of Okln. 73037-0005; 6405) 325-3936, lax

nut Fill, Mass. Contact: (406) 737 1404167, fax (315) 443-5732.

9616.

2-3: Grantsmanship, "The Dynam Real Sugar Sugar

ing, Eastern Association of College Auxiliary Services, Burlington, Vt. Contact: EACAS, P.O. Box 870, Staunton, Va. 24401; (703) 885-8826, fax (703) 885-8355.

-10: Literature. "Critical Theory: Curriculum, Pedugogy, Politics," institute for teachers of literature, National Council of Teachers of English, Ocean Creek Resort and Conference Center, Myrtle Beach, S.C. Contact: NCTE, 1111 Kenyon Road, Urbana, Ill. 61801

7-10: Philosophy and psychology. Con-ference, Society for Philosophy and Psychology, McGill University, Montreal. Contact: Alison Gopnik, Psychology Department, University of California, Berkeley, Cal. 94720. 7-10: Student personnel. Conference, Northeast Association of College and University Housing Officers, Univer-

> Kevin Kelly, (207) 892-6766. -10: Student recruitment. "Saving Ad missions Dollars Through Technology," workshop, Council for Advancement and Support of Education Ann Arbor, Mich. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

sity of Maine, Orono, Me. Contact:

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 7-10: Teaching, "Activating Learning in the Classroom," institute, Middleses Community College, Lowell, Mass. Contact: Alice Rouse, (617) 272-

7.42, ext. 3926.
7.41: Engineering, "Offshore Mechanics and Arctic-Engineering Conference," American Society of Mechani cal Engineers, Palliser Hotel, Calgary,

Alberta, Contact: ASME, 345 Ettst 47th Street, New York 10017; (212) 705.

7-11: Technology. "Institute Management of Information Technol-ogy in Higher Education, "CAUSE, Boulder, Colo. Contact: CAUSE, Suite Colo. 80301; (303) 449-4430. 7-19: Continuing adjusting to

Colo. 80301; (303) 449-4430.
7-49: Continuing education. Institute for the Management of Lifelong Education. Harvard University. Cumbridge, Mass. Contact: Patricia Teti, MLE. 339B Gutman Library, Harvard Graduate School of Education. Cambridge Mass. 07138: (617) 495-3577 Mass. 02138; (617) 495-3572, fax (617)

490-8001. 8: Management. "Total Quality Management: Executive Seminar. OSystems, IoO South Surrise Way. Suit 350, Palm Springs, Cal. 92262; 1619; 778-8704.

8-12: Computers. Mathematics Across the Curriculum: Mathematica'
Across the Curriculum: Mathematics," workshop, Vanderbilt University, Nashville. Contact: "Mathematica" Workshops, Box 1577. Station B. Vanderbilt University. Nashville 37235; (615) 322-2951.

8-12: International leaves, "Integration and Distincegration: the Breakup of the U.S.S.R., Integration in Europe, and the Changing International Order," in the Changing International Order, and stitute, Five College Program in Peace and World Security Studies, Hampanet College, Amherst, Mass. Consaire College, Amherst, Mass. Office College, Amherst, Mass. 01002.

8-12: Law. "Mississippi Institute on Law-Related Education," University of Southern Mississippi, Hattiesburg. of Southern Mississippi, Hattiesburg, Miss. Contact: Margaret D. Smith, (601) 266-5546.

(601) 200-3390. 9-11: Computers. "Academic Computing Conference," International Business Machines Corporation, Sheraton Harbor Island Hotel, San Diego, Contact: Bob Jones, 18M Corporation, 472 Wheelers Farm Road, Milford, Conn. 05460; (203) 783-7841.

9-11: Fund raising. "Introduction to Planned Giving." workshop, Council for Advancement and Support of Education, Back Buy Hilton Hotel, Boston, Contact: (202) 328-5900. 9-11: Personnel. "College-Teacher In-

terview," workshop, SRI Gallup, Lin coln, Neb. Contact: Cheryl T. Beamer, (800) 288-8592.

■ 10-12: Adult students. "100 Ways . to Better Serve Adult Students," sem inar, College Board, Marriott East Side Hotel, New York, Contact: Flens K. Morris, Office of Adult Learning Services, College Board, 45 Columbus Avenue, New York 10021; (212) 713-

10-12: Computers, International conference on intelligent tutoring systems, Association for Computing Machinery and other sponsors, Montreal. Contact: Claude Frasson, University of Montreal, 2900 Boulevard Edouard-Montpetit, Department IRO, Montreal H3T 1J4; (514) 343-7019.

10-12: Fund raising. "The Fund Rais ing School: Interpersonal Skills for Fund Raising," Indiana University, Indianapolis. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fax

10-13: Higher education. Seminar for new deans, Council of Colleges of Arts and Sciences, College of William and Mary, Williamsburg, Va. Contact: Richard J. Hopkins, tor, CCAS, Ohio State University, 186 University Hall, 230 North Oval Mall, Columbus, Ohio 43210-1319; (614) 292-1882.

l1: Freshman-year experience. "Freshworkshop, University of South Carolina and others, Worcester, Mass. Contact: Freshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia, S.C. 29208; (803) 777-6029.

11: Information. "Information Sharing Across the Land," regional conference, Conference Board, Fairmont

Hotel, San Francisco. Contact: Conference Board, 845 Third Avenue, New York 10022: (212) 759-0900. 11-12: Fund raising. "Marketing and So liciting Major Planned Gifts." work shop, Council for Advancement and Support of Education, Back Bay Hilton Hotel, Boston. Contact: CASE, Suite 400, 11 Dupont Circle, Washing-

ton 20036; (202) 328-5900.

## CONFERENCES, WORKSHOPS

Live interactive seminars via satellite

## The Americans With **Disabilities Act**

Part III Title III - Accessibility Friday, June 12, 1992 • 8:30 am -12 pm Pacific Time

Speakers: Brownfield, Pat McPgrtland, Robert Harris & Chris Shulenberger

Speakers will address a number of issues such as: New ways to think about access

 Ways existing building must be modified Areas to consider in new designs and redesigns

Who must comply..... • What constitutes undue hardship Part IV Implementing The ADA

Friday, July 10, 1992 • 8:30 am - 12 pm Pacific Time Videotapes of the programs are available. \$250 for one program or \$795 for all four programs.

CALL (800) 326-CARP for a brochure

Discount available for non-profit organization



ETS Conference on Education and Assessment The Plaza, New York City • October 31, 1992

### WHAT WE CAN LEARN FROM PERFORMANCE ASSESSMENT FOR THE PROFESSIONS

Innovations in Performance Assessment I

Assessing Lawyering Skills Through Tusk-Centered Bar Examinations Jane Peterson Smith, Director of Testing National Conference of Bar Examiners

Simulated Patient Diagnosis and Treatment in National Medical Exams Robert L. Volle, President National Board of Medical Examiners

Computer-Based Work Samples for Architectural Licensing Jeffrey F. Kenney, Director of Exami-

nations Development, National Council of Architectural Registration Boards

----- MORNING SESSION -----Innovations in Performance Assessment II

> Classroom Observations for Licensing Beginning Teachers Carol Dwyer, Senior Development Leader **Educational Testing Service**

The Uses of Portfolios and Structured Interviews for National Certification of Accomplished Teachers Joan Snowden, Vice President National Board for Professional Teaching

Assessment Centers for Selection and Development of School Principals Richard A. Flanary, Administrator of Training National Association of Secondary School

the Professions for Continuing Professional

----- AFTERNOON SESSION ---

Standards

### Assessment

Making Innovative Assessments Valid and Fair Lloyd Bond, Associate Professor, Department of Educational Administration, Higher Education and Educational Research and Evaluation University of North Carolina at Greensboro

The Opportunities of a Changing Technology for Performance Assessment J. Olin Campbell, Associate Director, Corporate Learning Institute, Peabody College,

Vanderbilt University For more information, contact: Margaret Lamb, 30-B

Educational Testing Service Educational Testing Service Princeton, New Jersey 08541 (609) 734-1124 or 5880

The Implications of Performance Assessment in Robert A. Leavey, Chairman, Curricula and Certification Council, American Production

1-2

and inventory Control Society What the Schools Can Learn from Performance Assessment for the

Professions Thomas Payzant, Superintendent of Schools,

### **Coming Events**

Continued From Preceding Page 11-12: Student recruitment. Felemarketing: an Untapped Re cruiting Tool," workshop, Council for Advancement and Support of Fducation, Washington, Contact: ( AST. (202)

11-13: Community colleges, Regional seminar. Association of Community College Trustees, Snowmass, Colo Contact: ACC1, 1740 N Street, N W., Witshington 20036; (202) 775-4667.

11-13: Mathematics. "Symposium in Honor of Anii Nerode: Logical Methods in Mathematics and Computer Science," Cornell University, Ithaca, N.Y. Contact: Richard Shore, Department of Mathematics, Cornell University, Ithaca, N.Y. 14835.

11-13: May Sarton, Conference on the

life and work of May Sarton, West-brook College, Portland, Me. Contact: Anne G. Arsenault, Continuing Studies, Westbrook College, 716 Stevens Avenue, Portland, Me. 04103. 11-13: Science education. "Lubs for

Liberal Learning III: National Confer-

### CONFERENCES, CALLS FOR PAPERS

### FUNDAMENTALS OF SPONSORED PROJECT ADMINISTRATION

A training program spreasured by the National Council of University Research Administrators June 17-19, 1992, Minneapolis, MN LAST WORKSHOP IN THE 1992 SERIES

TOPICS INCLUDE: Regulatory issues (OMB Circulars, Common Rules, FAR)

Proposal development (faculty assistance, funding information, pre-award Proposal preparation and review

Compliance Issues (Human & Laboratory Animal Use, Certifications, other regulatory regularements) Award negotiation and acceptance (negotiation, award and project initiation) Post-Award administration (management systems, agency ligison, accounting.

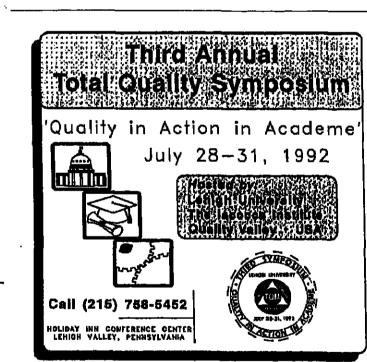
fiscal and reporting issues) · Closeout and audit (final reporting, audit issues, project conclusion)

#### WIIO SHOULD ATTEND

Proposal Development Personnel \* Sponsored Program Administrators \* Grant and Contract Accountants · Department/Laboratory/Center/Institute Administrators Others with newly acquired responsibilities in sponsored project administration

A comprehensive set of reference materials will be provided. For more information contact

> One Dupont Circle, N.W., Suite 220 Washington, DC 20036 (202) 466-3894





The University of Michigan-Flint Announces a National Motivational Educational Forum September 11, 1992

Call For Papers

Individuals are invited to submit proposals on current Issues in Education, K-12 and higher education, but not limited to the following; out-come based education, total quality management in education, critical-creative thinking skills, cooperative learning, teaching, thinking skills or alternative assessment, Proposals should be no more than two double-spaced pages, and are due by June 15, 1992. For more information call (313) 762-3200 and ask for Mary.

Mail to: University of Michigan-Flint Extension and Continuing Education 303 E. Kearslev Flint, MJ 48502-2186 Or Fax: (313) 762-3682

ence on the Role of Laboratory Exer-cises in General Education Science Courses," Hunter College of City University of New York and California State University at San Marcos, San Diego. Contact: Ezra Shahn. (212) 772-5349, fax (212) 772-527, or (619) 752-4200, fax (619) 752-4030.

11-13: Science education. "Science and Technological Education in the Fresh-man Year," workshop. University of South Carolina and other sponsors Worcester, Mass. Contact: Freshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia S.C. 29208; (803) 777-6029.

11-14: Virginia Woolf. "Virginia Woolf: Themes and Variations," conference, Southern Connecticut and Western Connecticut State Universities, New Haven, Conn. Contact: Vara Neverow-Turk, Department of English. Southern Connecticut State University, New Haven, Conn. 06515.

12: Continuing education. "Lean and Mean: What's Up for Continuing Education in the 90's," regional meeting, Association for Continuing Higher Education, Rumada Hotel, West Springfield, Mass. Contact: Florence McGarry, School of Continuing Edu-cation, American International College, 1000 State Street, Springfield, Mass. 01109; (413) 747-6325.

12: Disabilities. "The Americans With Disabilities Act, Title III—Accessibili ty." satellite seminar, California State University at Long Beach and California Association of Rehabilitation Professionals. Contact: Video Program Development, University Extension Services, California State University, 1250 Bellflower Boulevard, Long Beach, Cal. 90840-8002; (310) 985-8334, fax (310) 985-8449.

12: Management. "Total Quality Management: Executive Seminar,"
QSystems Inc., Detroit. Contact:
QSystems, 100 South Sunrise Way,
Suite 350, Pelm Springs, Cal. 92262;

(619) 778-8704. 12-13: Disabilities. "Learning Disabilities at the College Level," conference, University of Colorado, Boulder, Colo. Contact: Rush Services, (303) 443-8489.

■ 12-13: Multiculturalism. "Cultural and Linguistic Variation in the United States: Implications for Assessment and Intervention in Speech and Lun-guage," conference, Temple University, Philadelphia. Contact: Anne Flip-pen, (215) 787-1878.

pen, (215) 787-1878.

12-13: Town-gown relationships.
"Town & Gown: Conflicts & Issues in Historic Preservation," symposium, Harrisburg Area Community College and Pennsylvania Historical and Museum Commission, Harrisburg, Pa. Contact: Michel R. Lefevre, (717) 787-4363.

With Less: the Challenge of Con-straints," annual assembly, American Association of University Administrators. Cincinnati. Contact: General Secretary, AAUA, 2121 I Street, N.W.,

Washington 20052; (202) 994-6503.

12-18: Athletics. "Sport in the Global Village: Comparative Perspectives." conference. International Society for parative Physical Education and Sport, Houston, Contact: ISCPES, University of Houston, Houston 77204.

13: International education. "Caribbean and American Cultures: Interaction

and Impact," annual conference, Car-ibbean Association of Professionals and Scholars, Washington, Contact: CAPS, 617 Kennedy Street, N.W., Washington 2001. ngton 20011.

Washington 20011.

13-14: Higher education. Annual meeting, American Association of University Professors, Omni Shoreham Hotel, Washington. Contact: AAUP, Suite 500, 1012 14th Street, N.W., Washington 2003; 2223, 727,5000 ton 20005; (202) 737-5900. 13-16: Experiential learning. "National

Institute on the Assessment of Experiential Learning: Thomas Edison
State College and other sponsors,
Princeton, N.J. Contact: Debra Dagavariaa, Director, National Institute,
Thomas Edison State College, 101
West State Street, Trenton, N.J.
08608-1176; (609) 984-1141.

0808-1176; (609) 984-1141.

13-19: Women, "Leadership Development Program for Women in Higher Education," National Institute for Leadership Development, Detroit, Contact: NILD, 640 North First Avenue, Phoenix 85003; (602) 223-4290.

is Find Day 14-16: Fund raising. "Major-Oifts Roundtable," Institute for Charitable Glying, Crystal City Marriott Hotel, Arlington, Va. Contact; rco, (312) 222-9757, fax (312) 222-9411.

14-17: Student-success courses. Fourday workshop on student-success courses, College Survival Inc., Vancsi, (800) 528-8323, fax (605) 343-7553. 14-19: Music. "Institute for Music The ory," College Music Society, Univer-

sity of Montanu, Missoula, Mont. Con tact: CMS, (406) 721-9616. ■ 14-19: Teaching, Summer institute on college teaching, Virginia Tidewater Consortium, Williamsburg, Vo. Contact: Lawrence G. Dotolo, Vrc, Health Sciences Building, Room 129, 5215 Hampton Boulevard, Norfolk, Va. 23529-0293; (804) 683-3183.

14-26: Drug abuse, "Summer School of Alcohol Studies," Rutgers University, New Brunswick, N.J. Contact: Rutgers University, (908) 932-4317.

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15-17: Computers, "National Educa tional Computing Conference, Loew's Anatole Hotel, Dollas. Con-tuct: NECC '92, (817) 565-3983, fax (817) 565-2185 or Susan Gayle, (503) 346-2834, fax (503) 346-5890.

15-17: Environmental studies. "Remote Sensing for Marine and Coastal Environments: Needs and Solutions for Pollution Monitoring, Control, and Abatement." conference, ERIM. Nev Orleans, Contact: (313) 994-1200, ext.

15-18: Teacher education. Annual meeting, National Association of State Directors of Teacher Education and Certification, Boston Park Plaza Hotel, Boston, Contact: Donald Hair, (206)

15-19: Computers. " Mathematica Across the Curriculum: Developing Courseware," workshop, Vanderbilt University, Nashville, Contact: (615)

 15-19: Engineering. "A Conference for Exploration of a National Engieering Information Service," Engi neering Foundation and Council on Library Resources, Palm Coast, Fia. Contact: Engineering Foundation, 345 East 47th Street, Room 303, New York 10017; (212) 705-7835.

 15-19: Management. Management seminars, NCHEMS Management Servces Inc., Saratoga Springs, N.Y. Contact: Arlene Barr, NCHEMS Management Services Inc., P.O. Drawer P. Boulder, Colo. 80301; (303) 497-0345 or (303) 497-0365, fax (303) 497-0338. 15-19: Teaching. "Teaching Abilities

Across the Curriculum," workshop, Alverno College, Milwaukee. Contact: Alverno Institute, (414) 382-6087.

16-19: Teaching and assessment. "Assessment as Learning Workshop," Alverno College, Milwaukee. Contact: Alverno Institute, (414) 382-6087.

15-20: Mathematics. Workshop for college teachers of mathematics. college teachers of mathematics, Mathematical Association of America, Houston. Contact: Elias Deeba, Mathematical Sciences, University of

Houston-Downtown, One Main Street, Houston 77002; (713) 221-8550. 15-20: Phenomenology. "Allegory Old and New Creativity and Continuity in Culture," international conference, World Phenomenology Institute and International Society for Phenomenology and Literature, Luxembourg, Contact: wpi, (617) 489-3696. June 8: Geologic remote sensing Providing

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The Chronicle. PLLOVISHIPS

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Deadlines

iune 15: Fulbrights. Applications for Fulbright awards for research and/or lecturing in Australasia or South Asia Contact: Council for International Ex change of Scholars, 3007 Tilden Street, N.W., Suite 5M, Box CHE, Washington 20008-3009; (202) 686-

7877. une 15: india. Applications for awards for posidoctoral research in India un-der the Indo-American Fellowship Program, Contact: Council for Inter-

Judgetice, to be held in October L.C. Contact: Edna Mitch-Tilden Street, N.W. Suite M. L. Oxland, Cal. 94613; (510)

#### GRANTS

686-4017.

June 1: Humanities. Applications ( grants to edit texts in the humanders for translation into English of inga tant works. Contact: National Ends tent works. Contact: National Ends tent for the Humanities. Room It 1100 Pennsylvania Avenue. Na Wushington 20506; (202) 786-0267.

onal Exchange of Scholars, w

CHE, Washington 20008-3009, 13

ment for the Humanities. Room living 1100 Pennsylvania Avenue. N.w. Washington 20306; (202) 786-0267.

June 5: Foreign studenta. Applicate. Size of campus programs. Propositivision undergraduate students for the Baltic countries and East Ceton Europe. Contact: Gail A. Hochbaus. Director, Baltic/East Central Europe an Assistance Awards Program Educators. 1875 Connecticut Avers. N.W. Suite 1000, Washington 2005, 5728; (202) 939-3124, fax (202) 93-3124. Fax (202) 93-3 Por presentations of a meeting of a forth East Popular Culture / A mer-

une 5: Humanities. Applications to grants for humanities projects in our grants for numanities projects in mus-ums and historical organizations. Con-tact: National Endowment for the flu-manities. Room 420, 1100 Pennylania Avenue, N.W., Washington 2050 (202) 786-0284. July 1: Non-profit sector. Applications

for grants for research on the non-prof 1991 National Conference

programs in occupational safety and health. Contact: (404) 332-4561 or Adrienne McCloud, Grants Manage ment Specialist, Grants Management Branch, Procurement and Grants Office, Centers for Disease County Room 300, 255 East Paces Ferry Road, N.E., Atlanta 30305; (404) 842-659 (For further information, see Federal Register, January 24, Pages 2,9144
July 15: Humankles, Applications for

grants for travel to collections for a search in the humanities. Count. Kathleen Mitchell, Travel to Collections Program. Division of Fellosships and Seminars, National Endoyment for the Humanities. Room 316-KM, 1100 Pennsylvania Avenue.

- June 1: Criminal Justice. Papers on the theme "Southern Crime and Southern Justice" for possible presentation the annual conference of the Southern Criminal Justice Association, to be trief in a possible?

posals on the theme "Geodorium mote Sensing: Rxploration, Eaving ment, and Engineering," for possible presentations at a conference, to held in February 1993 in Passage Cal. Contact: Nancy J. Walkali Cal. Contact: Nancy J. Walkali Cal. 48113-4001; (313) 994-[200, cla. Mich. 48113-4001; (313) 994-[200, cla. 1324] (av. (313) 994-5123. 3234, fax (313) 994-5123. June 15: American studies. Proposition the theme "Economic and Social sues in the New South: Perspectition Race and Ethnicity" for position presentations at a conference, held in September in Tamps, Fin-tact: Marvin Moore, Institute on & Life, University of South Florida, East Fowler Avenue, LIB 609, Fla. 33620.

june 15: Equal opportunity. Proposals the 15: Equal opportunity. Proposals the theme "Taking the Lead: Balance ing the Educational Equation is the Educational Equation of Equity and Diversity for Work and Giris" for possible presentation la nore information contact: la hos, Conference Director , (619) 563-7144



ican Culture Association, to be held in June 30: History. Proposals for possi November in Chestaut Hill, Mass. presentations at the annual meeting of the New England Historical Association, to be held in October in Provi Contact: Alan Clecton, Wentworth Institute, Humanities and Social Sciences, 550 Huntington Avenue, Bosdence, R.I. Contact: Peter Holloran ton 02115; (617) 442-9010, ext. 370.

Westfield, Mass. 01086.

July 1: Book history. Proposals for possi-

ble presentations at the inaugural con-terence of the Society for the History

of Authorship, Reading, and Publishing, to be held in June 1993 in New

York, Contact; Simon Eliot, Open University, 41 Broad Street, Bristol BS1 2RP, England, or Jonathan Rose, Department of History, Drew Univer-

sity, Madison, N.J. 07940. July 1: Cognitive solence. Proposals for possible presentations at a colloquium

on recent issues in cognitive-science literature, to be held in November in Dayton, Ohio. Contact: Paul Tibbetts, Department of Philosophy, University of Dayton, Dayton, Ohio 45469-2260.

July 1: Continuing education. Propos-uls on the theme "Lifelong Learning:

Improving Academic Quality During a Refrenchment Era" for possible pre-

sentations at a conference, to be hold in 1993 in San Diego. Contact: Jim Boss, Nutional University Research

Institute, National University, 4025 Camino del Rio South, San Diego 92108; (619) 563-7144.

luly 1: Values. Essays on themes relating

to lilm, video, or photography, for possible publication in The Journal of

Value Inquiry. Contact: Sunder Lee, Department of Philosophy, Parker 301, Keene State College, Keene,

N 11, 03431-4183; (603) 358-2777.

July 1: Working-class academics. Manu-scripts on working-class academics.

essays, Contact: C. L. Burney Dews or Carolyn Law, Department of Eng-

lish, 207 Lind Hall, University of Min-

tions at the annual conference of the Pacific Northwest Library Associa-

tion, to be held in August in Hellevue, Wash, Contuct: Richard Dunn, Mans-field Library, University of Montuna, Missoula, Mont. 59812; (406) 243-6771, fax (406) 243-2060.

Juno 1: Higher education. Dissertation:

on the study of higher education, com-pleted between June 1, 1991, and May 31, 1992, for consideration for the Ou-standing Dissertation Award of the As-

standing Discretanian Award as sociation for the Study of Higher Education. Contact: Leonard L. Baird, Educational Policy Studies, 145 Taylor Education Building, University of Kentucky, J.exington, Ky. 40506;

lune 1: Teacher education. Dissertation

for consideration for the Distinguished Dissertation in Teacher Education Award given by the Association of

Teacher Educators. Contact: Gerald H. Krockover, Purdue University, School of Education, Matthews Hall, Room 106, West Lafayette, Ind.

June 1: Teaching. Nominations for the Professor of the Year. Contact: Professor of the Year Program, Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Washington 20036-1261.

Washington 20036-1201.
June B: Aging, Nominations of individuals for Allied-Signal Inc. Achievement Awards in Aging. Contact: Allied-Signal Achievement Awards in Aging.

Johns Hopkins Center on Agins, Francis Scott Key Medical Center, 4940

Eastern Avenue. Baltimore 21224;
(410) 550-1248.

a june 15: Higher education. Nominations of professor or administrators for consideration for the Joseph Katz

ions of professor or administrators for consideration for the Joseph Katz Award of the Association for General and Liberal Studies, which recognizes national impact on curricula. Contact: Beverty Pitts, Assistant Provost, Ball State University, Muncie, Ind. 47306; (317) 285-3716.

Jone 30: Communication, Language, and Gender. Nominations of individuals or papers, articles, or books for consideration for awards recognizing consideration for awards recognizing valgations of equality between the vancement of equality between the vancement of equality between first the Study of Communication, Language, and Gender. Contact: Carol Valentine, 2607 South Forest Avenue, Tempe, Ariz, 85282; (602) 967-2817.

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(606) 257-7835.

nesota, Minneapolis 55455. Librarios. Papers for possible presenta

sid Derive. Manuscripts on the six Unriver. Manuscripts on the six The Politics of Popular Fictor (at 1981) publication in Litter. Manuscripts of the six June 15: Utopian studies. Proposals for meeting of the Society for Utopian une 30: Women's studies. Papers for ALLee lacobus and Regimi Ba possible presentation at a symposic Studies, to be held in November in 1 Department of English, LI-25, Bultimore, Contact: Lise Leibucher, Department of French and Italian, on the history of women in Massachi may of Connecticut, Storrs setts, to be held in October in West University of Arizona, Tueson, Ariz. field, Mass. Contact: Martin Kaufman 85721; (602) 621-7350 or (602) 299-Director, Institute for Massachusett Studies, Westfield State College,

■ June 26: Telecom als on the theme "Harnessing Converging Telecommunications Technol ogies for Societal Applications" for possible presentations at the annual conference of the Pacific Telecont munications Council, to be held in Jan-nary in Honolulu, Contact: Pacific Telecommunications Council, 2454 South Beretanna Street, Suite 302, Honolulu 96826; (808) 941-1789, fix (808) 944-4874.

### -CALLS FOR PAPERS

for grants for research on the non-profit sector. Contact: Bilizabeth T. Boric Director. Nonprofit Sector Research Pund. Aspen Institute, Swite 1070, 1333 New Hampshire Avenue, N.W., Washington 20036; (202) 736-3890.

July 1: Occupational safety and best. Applications for grants for education

#### Feb. 10-12, 1993 San Diego, CA

Among the 12.5 million students in American bigher education. 素細胞 fit our traditional conception: 18 to 21 year olds who go to college Assemblice on campus. Institutions of bigher education find themselves in be midst of a period of fiscal austerity which demands that ther find creative ways to do more with less.

### CALL FOR PAPERS

Itemshismal conference, "Lifelong Learning. Meeting the Higher Education Needs (14) Maron, dow 250 participants from 36 states, 2 foreign countries and 116 Bellevind Annual Conference promises to be even more diverse in its attendance 5/2283. Regulal presentations will be reviewed by an external review board and should in we later of the overall conference theme

histifical and challenging era, how can teachers and administrators who are and blicking learning find ways to enhance the quality of their service while

beld in September of Political So-Fields. Department of Political So-Fields out to new student populations whose talents, as Thomas chian State University. Boone, N.C. Pennosah. Department of Political So-Fields. Department of chion State University, Boone, N. 28608; (704) 262-6348.

June 1: Education research. Proposals for possible presentations at the analysis and conference of the Northeastern Educational Research Association, to be held in October in Ellenville, N. 1602.

Contact: Hoi K. Suen. 230 cenations. Proposals on the Building, Pennsylvania State University, University Park, Pa. 16802; (816) 2865-2235, BITNET: HKS1@PSUVI.

June 5: Teaching. Proposals on the Distriction Across the District

### Paper Submission Guildlines

, 'Nee submit an abstract not to exceed three pages to: National University Research Institute • National University 4025 Camino del Rio South • San Diego, CA 92108 anati submitted on a 3 1/2° diskette in an ascii format are preferred to hillibric production of the conference proceedings Methodals must arrive at the National University Research Institute by My 1, 1992 to be considered for the conference. Apoposess will be notified of the status of their papers by September 1, 1492.

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